



Information for Applicants for the Position of

SUPERINTENDENT
Lake Tahoe Unified School District

A Dynamic Professional Opportunity

THE POSITION

If you are an educator who would love working with young people in one of the most beautiful places on earth, enjoys the outdoors and appreciates a vibrant community that is deeply committed to its schools, the Board of Education of the Lake Tahoe Unified School District invites you to apply for the position of District Superintendent. The selected candidate will love the South Lake Tahoe lifestyle and a community in which seasonal tourism thrives. The Board is seeking an exceptional leader who will fit well into an active and engaged community. The selected leader will appreciate the District size, the dedicated, outstanding teachers, administrators, and support staff, the District's diverse demographics, and high expectations for students and their academic success. We are a District in which staff, students, and the community actively support our schools. If you are seeking a long-term relationship with a District of 3,900 students, in a community with multiple recreational activities and incredible opportunities to make a difference with our students, you are encouraged to apply for the position.

PROFESSIONAL PROFILE

The Lake Tahoe Unified School District seeks a superintendent who:

- Enjoys engaging with students and seeing them find success
- Puts students and student issues as the top priority—the focus of all actions and decisions
- Has a record of focusing on students and improving achievement in a diverse community
- Values collaboration and seeks the involvement of appropriate District and community members in decision making
- Has a record of building trust between District leaders and the community
- Will work alongside the school board, as part of a balanced educational leadership team
- Communicates clearly, honestly and regularly to all stakeholders and understands the importance of communication for all levels of the organization and with the public
- Has a strong depth of knowledge of curriculum and instruction
- Has a record of successfully managing budgets and a clear understanding of the fiscal realities of California public schools
- Is a critical thinker and problem-solver
- Has a proven track record of positive relationships with unions and successful negotiations
- Is approachable and genuinely interested in others
- Will be authentically involved in the schools and in the community, and appreciates a small, rural community environment
- Will objectively review the organizational and leadership structures of the District and recommend modifications
- Values team building and fosters collaboration and cohesiveness
- Has the ability to coach and develop District leaders
- Is a good listener who is willing to learn from a variety of District stakeholders
- Will seek feedback and be accountable for her/his actions
- Understands the value of delegation and empowers others to manage their departments and schools
- Believes that all staff are valuable
- Will work with the Board to build trust and support throughout the District and community
- Is enthusiastic about working with community officials and developing strategic alliances with

organizations to enhance the lives of students and educators

- Has skills to create a shared District vision and to articulate that vision to all stakeholder groups
- Will leverage the LCAP mandate to create a clear plan for the future of the District
- Can bring clarity and continuity to District goals
- Is innovative with an eye to the future, valuing tradition while at the same time being willing to move forward
- Will place the highest priority on safe environments for students and staff
- Believes that the arts are a very important aspect of a well-rounded education
- Will support programs such as TWBE, CTE, and dual enrollment
- Is technologically savvy
- Appreciates and supports CTE programs as well as A-G curricula

PERSONAL PROFILE

The Lake Tahoe Unified School District seeks a superintendent who:

- Has a track record of exhibiting integrity and honesty in all situations
- Will bring energy, enthusiasm and a sense of humor to the job
- Communicates clearly, honestly and regularly, both within the district and to the greater community
- Exhibits humility and is non-defensive
- Is naturally empathetic but can also make the hard decisions and carry out necessary actions
- Is an analytical problem solver and systems thinker, efficiently gathering information from many sources
- Is approachable and genuinely interested in others
- Enjoys participating in district and community events

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Has been a successful leader, preferably a superintendent or an assistant/associate superintendent, in one or more California school districts
- Has a Masters degree or higher with a record of continuous learning (Doctorate preferable)
- Has a solid record as an educator, with K-12 experience in California
- Has had experience as a teacher, principal and as a central office administrator
- Has successful experience working with budgets and district finance, including LCFF and LCAP, increased special education costs and implications of STRS/PERS liabilities
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Rich Fischer and Rich Thome of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the district and communities of a candidate prior to a final decision.

SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. A multi-year contract will be considered.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- A letter of application

- A resume
- Three professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

The Lake Tahoe Unified School District serves approximately 3,900 students with one comprehensive, accredited high school, one middle school, four elementary schools, and one continuation high school. The student population is comprised of 48% White, 42% Hispanic, and 3% Filipino; 24% English Learners, 58% Free & Reduced, 12% Special Education, and 6% Homeless (of the total population). The students, staff, and families of Lake Tahoe Unified School District take great pride in their small town and relationships, working together to support low-income families, always striving for equity among students, and providing opportunities for families to feel a sense of connectedness with their schools.

THE COMMUNITY

The District is located in beautiful South Lake Tahoe, California, a resort community situated in the Sierra Nevada mountains, next to the Nevada state line, at 6,300 feet elevation. The small population of 22,000 year-round residents grows to over 100,000 during two distinct tourist seasons--winter and summer. South Lake Tahoe is world renowned for its location on the banks of beautiful Lake Tahoe, its ski resorts, beaches, mountain peaks, and the Stateline area where entertainment and nightlife can be found. The business economy is based mainly on tourism – ski, recreation and casino/hotel industries.

THE BOARD OF EDUCATION

Larry Reilly, President
Barbara Banner, Clerk
Brandi Bannister, Member
Troy Matthews, Member
Bonnie Turnbull, Member

The Lake Tahoe Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Lake Tahoe Unified School District Superintendent position:

Send an email to Penny Pyle, Executive Assistant, ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on January 16, 2020

**Consultants:
Rich Fischer
Rich Thome**

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