



Information for Applicants for the Position of

## **SUPERINTENDENT/PRINCIPAL Fort Sage Unified School District**

### **THE POSITION**

Are you someone who loves the outdoors? Do you thrive in small, tightly knit communities where the difference you make is readily noticed? Are you looking for a place where staff, students, and the community take an active role in investing in student success? If you wish the pace of life would slow down a bit, if you enjoy outdoor activity or just enjoy being away from traffic jams, Fort Sage Unified School District might be a great fit for you. The Board of Education of Fort Sage Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent/Principal.

### **PROFESSIONAL PROFILE**

Fort Sage Unified School District seeks a superintendent/principal who:

- Appreciates and enjoys young people, and enjoys being active and visible on campus and at school events
- Has a clear and strategic focus on student achievement
- Will serve enthusiastically as a principal while attending to the demands of the superintendent
- Is collaborative and able to bring together teachers, staff, parents, community and students for the purposes of improving the school experience for all
- Will appreciate the culture and successes of FSUSD, including a dedicated group of educators who care deeply about students
- Will place the highest priority on safe environments for students and staff
- Will honor the good work that is going on in the schools and will take a thoughtful and inclusive approach to change
- Values the various pathways a young person might choose, and supports the CTE offerings as well as the academic program of the high school
- Is committed to a culture of continuous improvement and forward movement, while remaining focused and avoiding the "initiative of the year" syndrome
- Communicates regularly and clearly with all segments of the community; is open, approachable and easy to talk with
- Is energetic, enthusiastic and will actively engage with all aspects of the schools and community
- Can work well with all employees, building on their strengths and coaching them to be highly effective
- Is open minded about the value and role of charter schools
- Has a working knowledge of budgets, curriculum, instruction, human resources and facilities
- Places high value on the appearance and condition of district facilities
- Recognizes the value and need for technology as part of a modern and appropriate educational experience
- Is an empathetic listener, allowing input to inform decisions while being able to make the tough calls when necessary
- Is a bridge-builder who will become an active partner with other districts in the County, Lassen Community College and other significant community resources

- Is a strong leader while also having a sense of humor and joy for life
- Will become an active community member who makes a long-term commitment to FSUSD

## PERSONAL PROFILE

Fort Sage School District seeks a superintendent/principal who is:

- Personable and approachable
- Receptive to ideas
- Genuine, authentic and a person of great integrity
- Honest and transparent in all interactions
- A good listener, but able to be decisive
- Joyful and has a good sense of humor
- Energetic and a tireless advocate for children and teachers
- Creative in seeking solutions
- Willing to take risks in order to advance effective programs for all students
- Respectful to all stakeholders
- Sensitive to the needs of all students, including those with special needs
- Organized

## DESIRED EDUCATION/EXPERIENCE

- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- A strong record of engaging with the community

## SELECTION PROCESS

The Board of Education has retained Consultant Rich Fischer of Leadership Associates to recruit qualified candidates, who will screen applications and recommend candidates to the Board for interviews and further consideration. The Board will have the opportunity to review all applications submitted. 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 letter of application
- A fully completed application form
- Updated resume
- Three current letters of recommendation
- Five professional references
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

## **THE DISTRICT**

The Fort Sage Unified School District is a Transitional Kindergarten through 12th grade school district. Fort Sage Unified School District will be transitioning to a district with an emphasis on Career and Technical Education to correlate to the needs of the 21st Century. The District consists of four schools: Sierra Primary (TK–6), Herlong Jr. High (7–8), Herlong High School (9–12) and Mt. Lassen Charter School (K-12). The middle school and comprehensive high school are located on the same campus. The district serves a unique population and blue-collar community in rural California and the southern portion of Lassen County. The two largest employers are the Sierra Army Depot and the Federal Corrections Facility.

Fort Sage USD enrollment is approximately 149 students (not including the Charter School with an enrollment of approximately 116 ). 98 students are unduplicated which includes: 63.76% low-income, 0 English learners, 6 foster youth, 4 homeless, and 19 students with disabilities.

The District seeks to provide encouragement and modeling, authentic teaching, engaging curriculum in a safe environment, while understanding the changes and challenges of the world outside our school community.

Vision Statement: The vision of Fort Sage Unified School District is to provide a safe environment and an atmosphere conducive to academic achievement and 21st Century learning.

Mission Statement: Fort Sage Unified School District is committed to promoting the success of every student by providing a learning environment that will facilitate intellectual, personal and social growth. We endeavor to help students become lifelong learners and 21st Century Citizens, and to be college or career ready upon graduation.

## **THE COMMUNITY**

Herlong, CA is located 50 miles north of Reno, NV and 45 miles south of Susanville, CA with a population of roughly 300. The terrain is high desert at an elevation of 4,114 feet.

There is an abundance of farmland and open space. Outdoor enthusiasts will have many activities to choose from in Lassen County and beyond, or they may just wish to live on acreage and have their own homestead. It is all possible in the Herlong area. It is sunny almost all the time! There are four distinct seasons.

Surrounding communities are Doyle to the south, Chilcoot/Vinton to the east (Sierra County), Milford, Janesville and Susanville to the north. Lake Tahoe is a two-hour drive away. Lake Almanor is about an hour and a half away. Hwy 80 is only about an hour away, so it is a gateway for road trip explorations. Herlong is also close to the Oregon border. The closest International airport is located in Reno and is an easy drive.

There are two major sources of employment in Herlong: The Federal prison (FCI Herlong) and the Sierra Army Depot. FCI is a medium to low security facility. Sierra Army Depot is designated by the Secretary of the Army as the Center for Industrial Technical Excellence for all Petroleum and Water Distribution Systems. Employees live in Herlong, Reno, Susanville and the surrounding areas.

Because the Fort Sage USD communities are small, people tend to be quite friendly and helpful. Everyone will know your name here.

## **THE BOARD OF EDUCATION**

Timothy Jobbins, President

Erinn Reed, Vice President

Pam Auld, Member

Constance Jenkins, Member

Seat Vacant, Member

*Fort Sage Unified School District is an equal opportunity employer.*

## **APPLICATION PROCESS**

**To request application materials for the Fort Sage Unified School District Superintendent/Principal position visit [www.leadershipassociates.org/active-searches](http://www.leadershipassociates.org/active-searches) and select Fort Sage USD.**

For other inquires contact Penny Pyle, Executive Assistant, at [ppyle@leadershipassociates.org](mailto:ppyle@leadershipassociates.org).

**Applications must be completed and returned via email by 5:00 P.M. on January 18, 2020.**

**Consultant:  
Rich Fischer, Lead**

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