



**Information for Applicants for the Position of
SUPERINTENDENT**

Natomas Unified School District

A Dynamic Professional Opportunity

THE POSITION

The Board of Trustees of the Natomas Unified School District invites highly qualified educational leaders to apply for the position of district superintendent.

PROFESSIONAL PROFILE

The Natomas Unified School District seeks a superintendent who:

- Is a visionary leader who effectively communicates the vision to the community, staff, parents and students
- Will build support among all staff and key stakeholders for achieving the vision, Mission, core values, and goals of the district
- Has a strong understanding of fiscal matters and is creative in addressing fiscal challenges
- Understands instruction and is committed to high achievement for all students
- Has the ability to work effectively and cooperatively with the Board, ensuring they are fully informed, and building a strong governance team
- Works well with the community and with parents
- Develops positive relationships with employee associations
- Has an understanding of, and can work well with, charter schools
- Understands and manages effectively the critical functions of the district including human resources, fiscal, facilities, maintenance, curriculum and instruction, etc.
- Has experience in addressing the achievement gap and in working with Program Improvement schools
- Will select, develop, mentor and hold staff accountable

- Has a track record of successful leadership in building the systems, structures, and processes which focus everyone’s work on student success and powerful teaching and learning.
- Has evidence of strong communication skills: writing, listening, speaking
- Has demonstrated ability to work effectively with other governmental agencies and build partnerships with the business community

PERSONAL PROFILE

The Natomas Unified School District seeks a superintendent who:

- Builds and maintains positive relationships with all members of the district and community
- Has strong collaborative skills
- Has high integrity and is honest, trustworthy, and fair
- Is a strong communicator, who listens well
- Values the importance of soliciting multiple perspectives from staff, parents, students and community as part of the decision making process
- Builds a strong team through positive modeling and collaborative work
- Sets high expectations for staff and students
- Is visible in the community, at school sites, and in the district
- Has high energy and is enthusiastic and passionate about educating all students

DESIRED EDUCATION/EXPERIENCE

- A record of focusing on students and improving achievement
- A strong fiscal background and understanding of the budget
- An educator with K-12 experience
- Experience in working with charter schools
- A record of positive relationships with employee associations, community organizations and parent groups
- Bilingual

SELECTION PROCESS

The Board of Trustees has retained Peggy Lynch, Larry Aceves and Jim Brown 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 (3) current letters of recommendation

All materials will be acknowledged and treated confidentially.

THE DISTRICT

The Natomas Unified School District became a unified district in 1992 and currently serves 9,528 students. The District's 13 schools include 7 elementary schools, 1 K-8 school, 1 middle school, 2 high schools and a continuation high school. There are also 4 charter schools within the District boundaries bringing the total enrollment to 12,513. The District employs 516 certificated staff and 379 classified staff and operates on an annual General Fund budget of approximately \$65 million.

According to a New York Times study completed in 2009, Natomas USD is the second most diverse school district in the United States. The District is proud of its diversity and programs that unify the community and school district. Student enrollment (not including charter schools) includes approximately 32% Hispanic, 21.6% African American, 15.8% Caucasian, 20% Asian, .8% American Indian or Alaska Native, 1.9% Hawaiian/Other Pacific Islander, and 3.8% Other.

The District's Academic Performance Index (API) score is 776. Two schools have scored above the state target goal of 800. Two schools have been named California Distinguished Schools and Discovery High School is a California Model Continuation High School.

THE COMMUNITY

Natomas Unified School District is located just minutes north of downtown Sacramento and the State Capitol in California's Central Valley. Sacramento is the seventh largest city in California and has been cited as one of the ten 'most livable' regions in America. It is bounded by the Sierra Nevada Mountains to the east and the San Francisco Bay area to the west. The climate is mild and pleasant. There are numerous recreational, cultural, and civic activities year round within driving distance. The Arco Arena, home court to the Sacramento Kings professional basketball team, is located in Natomas. Sacramento International Airport is within the bounds of the Natomas area.

THE BOARD OF TRUSTEES

Bruce Roberts, President
Lisa Kaplan, Vice President
Susan Heredia, Clerk
B. Teri Burns, Member
Jules Tran, Member

*The Natomas Unified School District
is an equal opportunity employer.*

APPLICATION

To Request an Application for the Natomas USD Superintendent Position:

e-mail: lhunt@leadershipassociates.org

Phone/Fax: (760) 771-4277

SEND ALL MATERIALS TO:

Leadership Associates

Peggy Lynch, Larry Aceves, Jim Brown, Consultants
50-855 Washington St. #C-205
La Quinta, CA 92253

e-mail: lhunt@leadershipassociates.org

www.leadershipassociates.org

Applications must be completed and returned by January 23, 2012, 5 p.m.