



Information for Applicants for the Position of

SUPERINTENDENT **Shoreline Unified School District**

THE POSITION

The Board of Education of the Shoreline Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

Shoreline Unified School District seeks a superintendent who:

- Will create effective systems of communication throughout the District
- Will take advantage of existing technologies to create consistent communication within the District.
- Will ensure that Board members have up to date information at all times
- Will ensure equity among our schools in Shoreline
- Will respect the roles of teachers and classified employees on the job and at the table
- Can build consensus with stakeholders
- Is a strong team builder, collaborator and sees joint decision making as a strength
- Has strong fiscal background to understand where we are and where we need to go
- Will be visible on all campuses and at community events
- Is highly organized and will know that he or she will wear multiple hats
- Will be forward thinking, a good planner and have a vision for the District
- Has special education knowledge and experience
- Will study issues and make decisions based on facts not on association
- Possesses strong fiscal knowledge and has background in this area
- A leader who can make tough and unpopular decisions and knows how to say "no"
- A leader who can unify the District. We appear to be three isolated areas, Bodega Bay, West Marin and Tomales
- Has a strong command of special education
- Is bilingual, bicultural and/or sensitive to the needs of our Spanish-speaking parents
- Is accessible and visits school sites to see the individual needs of each site
- Is knowledgeable in curriculum and will help us create a vision

PERSONAL PROFILE

Shoreline Unified School District seeks a superintendent who:

- Is a natural leader who can motivate and inspire staff
- Is of the highest character and integrity with a strong moral compass
- Is a great communicator and will respond to written or oral messages
- Is a great listener and will respond to constituents

- Will be present and involved in Shoreline Unified activities and events
- Is curious and eager to learn
- Is approachable
- Is a transparent, authentic leader

DESIRED EDUCATION/EXPERIENCE

- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget
- Knowledge of Special Education
- A record of focusing on students and improving achievement in a diverse community
- A strong record of partnering with community groups
- Bilingual (desirable)

SELECTION PROCESS

The Board of Education has retained consultant 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. 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
- A 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 Shoreline Unified School District serves 510 students in five schools: Bodega Bay School, Inverness Primary, Tomales Elementary School, Tomales High School and West Marin School.

THE COMMUNITY

The Shoreline Unified School District serves the West Marin and Sonoma County communities stretching from the towns of Point Reyes Station and Inverness along

Tomales Bay running north past the fishing port of Bodega Bay to the mouth of the Russian River, a distance of nearly 50 miles (80 km) and widens 13 miles (21 km) east from the west coast. Shoreline Unified draws its students from approximately 450 square miles. The District serves the communities of Point Reyes Station, Inverness, Olema, Marshall, Tomales and Dillon Beach in Marin County and Valley Ford, Bloomfield, Bodega, Bodega Bay and Western Petaluma in Sonoma County.

THE BOARD OF EDUCATION

Jill Manning-Sartori, President
Tim Kehoe, Vice President
Avito Miranda, Clerk
Ethan Minor, Board Representative
Jane Healy, Trustee
Vonda Jensen-Fernandes, Trustee
Heidi Koenig, Trustee

Shoreline Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Shoreline Unified School District Superintendent position visit www.leadershipassociates.org/active-searches and select [Shoreline USD](#).

For other inquiries contact Penny Pyle, Executive Assistant, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on January 4, 2021

**Consultant:
Rich Thome, Lead**

Leadership Associates
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