



Information for Applicants for the Position of
SUPERINTENDENT
AMADOR COUNTY UNIFIED SCHOOL DISTRICT

THE POSITION

The Board of Education of the Amador County Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

PROFESSIONAL PROFILE

The Amador County Unified School District seeks a superintendent who:

- Is familiar with working in a small rural school district
- Will build a strong team of leadership; will coach and develop potential leaders
- Has a strong commitment to equity and puts students first
- Has a track record of improving student achievement for all students
- Communicates effectively with all stakeholders throughout the district and communities
- Will establish positive working relationships with employee unions and groups
- Understands finances, facilities and bond measures
- Holds people accountable throughout the organization and effectively delegates responsibilities
- Has experience in a similar district in terms of diversity and demographics
- Will seek and build relationships and partnerships with compatible agencies
- Can make the difficult decisions
- Has a background in addressing mental health issues
- Is politically savvy
- Is a unifier and can build bridges
- Is fair and consistent with all
- Is resourceful with limited funds
- Is familiar with working in a single school district county and the importance of interrelationship of operations
- Has skills to work with an actively engaged Board of Trustees

PERSONAL PROFILE

The Amador County Unified School District seeks a superintendent who:

- Is a proven leader who understands the entire operations of a school district
- Is a visible and approachable leader
- Has an empathetic and open style of leadership that promotes the district
- Is a good listener and open to new ideas
- Is a "people person" and possesses strong interpersonal skills
- Is a creative problem solver, understands how to make changes when appropriate
- Has a transparent way of communicating
- Is a respectful, honest and ethical leader
- Maintains a calm demeanor in challenging situations
- Understands the values of a predominantly conservative community that values traditions

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- 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
- Experience as a classroom teacher, principal and at least five years of experience as a central office administrator

SELECTION PROCESS

The Board of Education has retained Consultants Dr. Sally Frazier and Juan Garza 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 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 AND COMMUNITY

The Amador County Unified School District, located in Jackson, California, is part of the Amador County Public Schools system, which consists of the Amador County Unified School District and the Amador County Office of Education. Our schools and communities are nestled in the heart of the Gold Country in the Sierra Nevada Foothills. A wonderful place to raise a family, Amador County is also close to San Francisco, Sacramento, Yosemite and Lake Tahoe. We offer a variety of quality schools including two comprehensive high schools, one alternative high school, two junior high schools, six elementary schools, and an independent study program.

Our school district and county office work closely together to ensure our families receive a variety of educational services in the most effective way. We are a unified P-12 school district offering a variety of programs including a STEM magnet school, a VAPA magnet school, county-operated state preschool, career technical education, adult education, a variety of special education services, as well as traditional programs.

We serve about 4,000 P-12 and adult students. Our talented and committed teachers, support staff and administrators work hard to meet the individual needs of all of our students. We welcome family and community engagement at all levels. Our educational community is here to serve you!

Mission

Enriched by the diversity and deep traditions of our unique community, Amador County Public Schools will prepare, support, and inspire each student to achieve career and college success in a rapidly evolving world through highly engaging teaching, rigorous learning and innovative pathways supported by strong partnerships in a safe, caring and collaborative environment.

Beliefs

We believe that...

- Education is a shared responsibility.
- All are entitled to a safe, welcoming, and nurturing environment.
- Continuous improvement and learning are necessary and supported for all individuals within our educational community.
- Our connections to one another give us strength.
- Our students are unique and will be recognized for their individual strengths.
- Collaborative, honest, and respectful teams are necessary to accomplish the complex work of educating all students.
- Passionate and engaging teachers and staff produce life-changing outcomes and develop positive self-worth.
- Transparency and open communication promote trust for all.
- Diversity is a strength; equity is a must.
- All students can and will learn.

Learn more about ACUSD / ACOE: <https://amadorcoe.org/>.

THE BOARD OF EDUCATION

Kandi Thompson, President
Deborah Pulskamp, Clerk
Julia Burns, Member
James Marzano, Member
Jim Whitaker, Member

The Amador County Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Amador County Unified Superintendent position, please visit <http://www.leadershipassociates.org/active-searches/> and select the listing for this position.

Applications must be completed and returned via email by 5:00 P.M. on March 12, 2021.

Consultants:
Sally Frazier
Juan Garza

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