



Information for Applicants for the Position of

SUPERINTENDENT
Reed Union School District

THE POSITION

The Reed Union School District seeks an exemplary leader with expertise in California public education and a history of providing strong instructional leadership to serve as our next superintendent. Our new superintendent will work effectively with our excellent staff and engaged parents to help all our students meet high academic standards and become productive citizens. Successful candidates will have a track record of success in hiring and retaining a high-quality staff, working collaboratively with teachers and school leaders to implement effective instructional strategies that engage and motivate our students to do their best work, and strengthening the systems and structures that enable us to focus our resources on supporting excellent teaching and learning. The new superintendent also will be a strategic and innovative thinker who will be able to elicit the support of our students, staff, and community in achieving our vision, mission, and strategic goals. The new superintendent will be an ethical leader whose actions will be consistent with their words and always reflect a high degree of empathy, transparency, commitment to equity, and honesty. In addition, the new Superintendent will have demonstrated strong communication skills in order to effectively provide information to the Board, staff, students and parents. The superintendent will also work closely with the Board to establish and maintain highly effective governance practices to allow the Board to provide effective oversight of all District operations including instruction, student support services, special education, finance and business services, human resources, and facilities.

PROFESSIONAL PROFILE

Reed Union School District seeks a superintendent who:

- Is a decisive educational leader who has experience effectively collaborating with stakeholders and clearly communicating district objectives
- Is receptive to ideas and has a proven track record of uniting staff, families and community around a shared vision, mission, core values and goals
- Has experience working in communities with demographics, size, and characteristics similar to those of the Reed Union School District
- Has successful experience as a teacher, site administrator, and district office leader
- Has a track record of demonstrating strong communication skills (writing, listening, speaking)
- Has extensive knowledge of California basic aid, community funded school districts
- Has experience in establishing effective systems and structures around equity, diversity and inclusion to improve the educational experiences of all students and staff
- Uses data and evidence-based research to help guide policy and practice decisions and recommendations
- Has a track record of success in providing the academic and social/emotional support systems to help all our students achieve success
- Will provide effective oversight of our financial, business, and facilities master plan
- Has effective strategies for dealing with the adverse effects of declining enrollment, financial challenges and staffing shortages.
- Is able to build a sense of trust among community and staff in the work of our district
- Has a demonstrated ability to recruit and retain high quality teachers, leaders, and support staff
- Is able to work collaboratively with staff and parents to help all students meet high academic standards

- Has a track record of success in building a culture of teamwork, trust, openness and Honesty
- Will be able to work collaboratively with neighboring school districts and other agencies
- Is able to provide strong, effective leadership and management when dealing with crises
- Maintains high expectations for students, staff, and self
- Is able to honor the uniqueness of each of our three campuses but at the same time bring them together in achievement of our vision, mission, goals, and core values

PERSONAL PROFILE

Reed Union School District seeks a superintendent who:

- Is a good listener and solicits multiple perspectives from staff, parents, students and community as part of the decision-making process
- Will value the importance of innovation and creativity in maintaining our strengths and addressing the challenges we face
- Has a personal lens that values equity, diversity, and inclusion in leading efforts to improve the educational experiences of all our students and staff
- Possesses a high degree of personal and professional integrity
- Has compassion and empathy for others
- Demonstrates humility when working with others
- Will maintain a sense of confidence, resilience, and focus when dealing with various stakeholders
- Values the importance of continuous improvement
- Is transparent, honest, and forthright in working with our staff and community
- Is organized and prepared
- Is approachable, accessible, and visible in the community, at school sites and in the district
- Has a focus on the current need to ensure the wellness of students and staff
- Is culturally competent
- Is enthusiastic and passionate about the education and social emotional growth for students
- Has a sense of humor and genuinely loves being with children, parents and staff

DESIRED EDUCATION/EXPERIENCE

- Masters degree or higher with a record of continuous learning
- An educator with K-12 experience in California
- Eligible for a California administrative credential
- A record of focusing on students and improving achievement
- A strong commitment to excellence, equity, and continuous improvement

SELECTION PROCESS

The Board of Education has retained Consultants David Verdugo, Ed.D, Tom Changnon, 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. 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 letters of recommendation
- Five professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT AND COMMUNITY

The Reed Union School District (RUSD) is an elementary and middle school district serving the southern Marin communities of Belvedere, Tiburon, and a portion of east Corte Madera. Its three school sites are located in Tiburon: Reed School – Kindergarten through grade 2; Bel Aire School – grades 3, 4 and 5; and Del Mar Middle School – grades 6, 7 and 8. District enrollment is around 1,150 students. RUSD graduates attend high school in the Tamalpais Union High School District, as well as private schools in Marin County and San Francisco.

RUSD offers an outstanding instructional program and a multitude of services to all its students. RUSD receives an extremely high level of support from the community in the form of extensive volunteerism and significant fund raising. Many parents participate in PTA-sponsored activities and volunteer in the classrooms, libraries, and other school site locations, and they also serve on the Strategic Planning Collaborative and the Board of Trustees. The Foundation for Reed Schools provides financial resources for programs throughout the District.

RUSD's mission and vision is that each student will be challenged and inspired to reach their fullest intellectual, social-emotional and creative potential to positively impact the world. There is an emphasis on strong core academic and social-emotional programs, as well as the arts, foreign language, physical education and STEAM.

RUSD is committed to creating and sustaining an inclusive, equitable and respectful environment in which each person has a sense of belonging and is provided the support to thrive. RUSD believes that valuing visible and invisible diversity is essential for an inclusive teaching and learning environment that fosters educational excellence for all.

Students are served by approximately 170 full-time and part-time certificated and classified staff. RUSD has been able to attract a superb instructional staff that seeks high academic performance from all students. Academically, RUSD students score among the highest for districts in California and the nation. Achievement scores on standardized tests for reading, math, and language are well above grade level.

RUSD is a Basic Aid/Community Funded district, with local property taxes providing the primary source of resources. Approximately 20% of the per pupil expenditure is derived from other local sources, including a recently renewed parcel tax and the Foundation for Reed Schools.

After-school programs are available through the recreation departments in Belvedere/Tiburon and Corte Madera along with other local enrichment and sport programs. On-site childcare is available through the Belvedere-Tiburon Child Care Center, located on both the Reed and Bel Aire School campuses.

THE BOARD OF EDUCATION

Sherry Wangenheim, President
Liz Webb, Vice President
Afsaneh Zolfaghari, Clerk
A.J. Brady, Member
Jacqueline Jaffee, Member

Reed Union School District is an equal opportunity employer.

APPLICATION PROCESS

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

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

Applications must be completed and returned via email by 5:00 P.M. on March 8, 2021.

Consultants:
David Verdugo, Ed.D.
Tom Changnon
Jim Brown

Leadership Associates
3905 State Street, #7-407
Santa Barbara, CA 93105

www.leadershipassociates.org