



Information for Applicants for the Position of

SUPERINTENDENT **Santa Rosa City Schools**

THE POSITION

The Board of Education of Santa Rosa City Schools invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

Santa Rosa City Schools seeks a superintendent who:

- Always puts students first and is a visible leader in school classrooms
- Is a systems thinker and will reevaluate our processes and procedures in the district
- Supports and will continue the good relationships with the employee associations and truly values the work of teachers and classified staff
- Is an excellent communicator with the Board, the staff, and the community
- Is someone who has proven experience and accomplishments in regard to diversity, equity, inclusion, and belonging and will look at our individual schools through that lens
- Is trustworthy and possesses clear judgment, dedication to equity in decision making and prioritization of work
- Is visionary and has a “can-do” attitude
- Has experience in managing crises and the healing of students and staff in the aftermath
- Is a transparent leader and values that trait in all dealings with staff, and community
- Has a strong center of emotional intelligence, understanding of human beings and their varying perspectives
- Has the ability to be collaborative yet directive, informative and transparent.
- Is exceptional at leading not just from the front
- Is a leader who will be visible, committed to partnerships but will balance work outside of the District with work inside the District
- Is a collaborator, will work from the bottom-up instead of the reverse, top-down
- Creates a positive and safe environment for all (despite divergent points of view)
- Is someone who has had success in collaboration with labor unions
- Is someone who is an accessible and present leader but not a micro manager
- Is someone who has proven significant support/development of extracurricular programs (athletics, music, art, theatre, agriculture, CTE, etc.)
- Is someone who increases awareness of and response to implicit bias and takes action to create an equitable school site
- Is someone who respects all board members' input, vision and is able to process it clearly and precisely
- Possesses a high degree of cultural sensitivity and has a demonstrated track record working in districts with a demographic profile similar to Santa Rosa City Schools
- Has a strong working understanding of all financial affairs of the District
- Will recognize that we have a need to diversify new staff so that our educators will match our community, always placing quality and competence as the highest priority
- Will have a clear understanding of how to attract and retain educators who will best serve SRCS's diverse population
- Will have knowledge of best practices and legal implications of special education students and programs

- Values teamwork who will listen and knows how to build consensus and build an extraordinary vision for our future path
- Will continue the family feeling and the pride we have in our District
- Is open to hearing information from all sides and making collaborative decisions
- Is someone who has had experience evaluating existing school boundaries.
- Will have strong ties to the community and will not use this job as a steppingstone or as a stop off on the upward mobility ladder. We seek a leader who will want to stay for the long haul
- Has a proven track record of being able to “market” our schools and programs
- Being bilingual (Spanish) is a plus and supportive of dual-immersion programs
- Will be a data driven decision-maker
- Supportive of restorative justice

PERSONAL PROFILE

Santa Rosa City Schools seeks a superintendent who:

- Is trustworthy and a bridge-builder
- Has a strong center of emotional intelligence
- Cares about the welfare of all employees
- Is a compassionate leader
- Always respects teachers and classified employees
- Has the ability to listen to all stakeholders with compassion
- Has high expectations for himself/herself and others
- Is a leader with good character, the highest integrity and ethics, who is believable and respected
- Is a good mediator who deeply listens with empathy
- Possesses a high degree of cultural sensitivity
- Is accessible, approachable and likes people

DESIRED EDUCATION/EXPERIENCE

- A record of focusing on students and improving achievement
- A strong fiscal background and understanding of the budget
- Is an educator with K-12 experience as a superintendent, deputy, associate or assistant superintendent of a district similar to Santa Rosa

SELECTION PROCESS

The Board of Education has retained Consultants Rich Thome and Rich Fischer 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 (3) letters of recommendation
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

Santa Rosa City Schools was founded in 1858 with 50 students. Today, we welcome nearly 16,000 students to our 24 schools, including nine elementary schools, five middle schools, five high schools, and one continuation high school. We also have four dependent charter schools, including French and Spanish immersion schools, a K-8 charter school for the arts, and a nationally recognized accelerated charter school.

In October 2017, our district lost an elementary school and a high school farm to deadly wildfires that swept through Northern California. The fires also destroyed the homes of 800 students and 90 staff members. This devastating loss will shape the needs of our community for years to come.

Our community is diverse. Students and families speak 49 languages, with the majority speaking English and/or Spanish. We have 2,600 English language learners. Our schools all have bilingual family engagement facilitators, to help our families make connections. We value diversity and have been recognized statewide for our Equity and Social Justice Initiative. That initiative has been embraced by our 1,600 teachers and staff, who have adopted the district's motto of "Every Student, Every Possibility, No Matter What."

Learning begins with healthy students and families. We partner with community organizations to provide services that go beyond academics, such as parent education, health services, and counseling. After the wildfires, we worked with community partners to open an Integrated Wellness Center, which continues to provide free counseling and referrals, academic support and school nurse services to any area families. The mission of our schools is to provide active, involved learning to prepare each of our students for college and career.

Equity and access guide our teaching and learning. When our students reach high school, their choices include work-based learning opportunities, 17 Career Technical Education programs, magnet programs that partner with our local junior college and university, an award-winning high school arts program, and an International Baccalaureate Program. College & Career centers and counselors are available in each high school, providing guidance as students find their path.

After more than 160 years, Santa Rosa City Schools continues to value its position in this community, entrusted with providing our next generation the tools they need lead us into the future.

THE COMMUNITY

Santa Rosa is a city in and the county seat of Sonoma County, CA. The estimated 2019 population was 176,753. Santa Rosa is the largest city in California's Wine Country and the Redwood Empire. It is the fifth most populous city in the Bay Area after San Jose, San Francisco, Oakland, and Fremont. The seat of Sonoma County since 1854, it grew as a center of agriculture, shipping, and industry, and is still an important local center of business and tourism. Notable residents have included famed horticulturalist Luther Burbank and Peanuts cartoonist Charles M. Schulz. Santa Rosa has a Mediterranean climate with cool, wet winters and warm, mostly dry summers. In the summer, fog and low overcast often move in from the Pacific Ocean during the evenings and mornings. This usually clears to warm, sunny weather by late morning. Institutions of higher education include Empire College, a private two-year college, Santa Rosa Junior College and

Sonoma State University. Santa Rosa is a warm and friendly city, an urban blend of art and culture, food, wine and recreation, and the perfect location for families.

THE BOARD OF EDUCATION

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Santa Rosa City Schools is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Santa Rosa City Schools Superintendent position visit www.leadershipassociates.org/active-searches and select Santa Rosa City Schools link.

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 April 2, 2021

**Consultants:
Rich Thome
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