



Information for Applicants for the Position of

SUPERINTENDENT
Williams Unified School District

THE POSITION

Are you seeking a school district with a family atmosphere and a culture of caring, where the work you do will make a difference? Do you value an active lifestyle with access to every imaginable outdoor activity, while providing easy access to urban centers? Will you thrive in a close-knit rural community with a clear sense of place?

Do you enjoy visiting classrooms, seeing children learn and working with great teachers and a remarkable support staff? Are you a highly qualified educator, with a track record of improving schools?

If so, the Board of Education of the Williams Unified School District invites you to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

Williams Unified School District seeks a superintendent who:

- Will put students first and make decisions with the best interests of students in mind
- Will engage all members of the school community and engage with their cultures
- Is known for leading improvements in teaching and learning
- Is known to value the opinion of educators and carefully implement programs, avoiding the “program of the month” syndrome
- Is a communicator, practicing two-way communication--listening as well as informing
- Will honor the achievements of the past while leading to future progress
- Enjoys being on campus and will be visible there often
- Appreciates teachers and understands the challenges they go through
- Sees parents as partners
- Will genuinely engage and communicate with all segments of the community
- Has experience with diverse populations, including migrant families
- Will become a recognized community leader
- Has been very successful in previous leadership roles
- Admits mistakes and learns from them
- Holds self accountable and others accountable as well
- Has broad experience in education and life
- Has a reputation of building strong, positive relations with bargaining units
- Will build solid relationships with teachers and other employees, students, parents and the community
- Values various pathways that students might take for their future
- Supports CTE programs and will engage with the various ag related organizations at Williams HS, including FFA and FBLA
- Has a track record of sound fiscal management
- Has delivered clear results as a strong instructional leader who will maintain and improve the student achievement gains made in the District
- Has a heart and can bring a vision
- Is collaborative and easy to work with while being able to make tough decisions in a timely manner

PERSONAL PROFILE

Williams Unified School District seeks a superintendent who:

- Is honest and transparent in all dealings and has a reputation for integrity
- Has strong human relations skills and is a "people person"
- Will enjoy working in a rural, agrarian community
- Is approachable and makes herself/himself available to all
- Enjoys teamwork and collaboration
- Is a learner and learns willingly from others
- Pitches in and helps out wherever needed
- Enjoys interacting with children at all ages
- Brings joy to the work
- Works hard while finding time for personal wellness
- Will commit to a multi-year tenure

DESIRED EDUCATION/EXPERIENCE

- Masters degree or higher with a record of continuous learning
- K-12 Education 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
- Bilingual skills highly desirable

SELECTION PROCESS

The Board of Education has retained Consultants Rich Fischer and Tom Changnon of Leadership Associates to recruit qualified candidates, who 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 letters of recommendation
- Five professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

The Williams School District has a proud heritage stretching back to the early 1900's. A great number of Williams residents are graduates of Williams High School, as are their parents and grandparents. Each of the five school board members are Williams high school graduates, as are a significant number of employees.

The District has a TK-12 enrollment of approximately 1,345 students. Demographically, it has two major student groups, 94.9% Hispanic and 2.8% White with 3% Other. The LEA serves students through a TK3 Elementary (465 ADA), a 46 Upper Elementary (332 ADA), a 712 Jr./Sr. High School (600 ADA) and a 712 Continuation High School (22 ADA). The schools are located in a 48-acre plot of land, next to each other, located north west from the center of town. Close to 47.8% of our students are English Language Learners with 1/3 of these students being Migrant students and about 135 of them living in a Migrant Camp, which is considered substandard housing, qualifying students for McKinney Vento. Williams USD serves its students through Local Control Funding Formula monies and other grant funding sources which provide various services focused on instruction, learning and social emotional well being of all students

THE COMMUNITY

The city of Williams, with a population of approximately 5,123, is located off the Interstate-5 and Highway 20 corridors, one hour north of Sacramento. It is perfectly located for those who seek a quieter lifestyle with easy access to outdoor activities and cultural events. It's a rural agricultural community with rice and tomatoes being among the major products grown. Demographically, it is 76% Hispanic/Latino and 20% White

THE BOARD OF EDUCATION

Patricia Ash, President
Kathleen Bautista, Vice President
Edward Davis, Member
Cesar Perez, Member
Silvia Vaca, Member

Williams Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Williams Unified School District Superintendent position visit www.leadershipassociates.org/active-searches and select Williams Unified School District.

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 March 1, 2021.

**Consultants
Rich Fischer and Tom Changnon**

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

www.leadershipassociates.org

Phone: (530) 302-5112