



Information for Applicants for the Position of **SUPERINTENDENT** **CHOWCHILLA ELEMENTARY SCHOOL DISTRICT**

THE POSITION

The Board of Education of the Chowchilla Elementary School District invites highly qualified, energetic educational leaders to apply for the position of District Superintendent. Chowchilla is a community that supports and values its schools. The District prides itself in its sense of family. The Board looks to develop a long-term relationship with its new superintendent who they want to have the commitment and energy to serve its students, their families, and the community.

PROFESSIONAL PROFILE

The Chowchilla Elementary School District seeks a superintendent who:

- Commits to students as the number one priority and the focus of all decisions and efforts
- Evidences a proven track record of growing student achievement for all students, including special needs, second language learners, and children of poverty
- Is knowledgeable about and experienced with the myriad of issues related to the pandemic and its implications for the schools
- Has the ability to coach, mentor and develop leaders within the District
- Understands and is experienced in school district finances, budgets, and facilities, has a fiscally conservative perspective, is knowledgeable about and attends to mitigation agreements
- Has past bond experience
- Places a high priority on student safety and well-being
- Is a creative thinker and problem solver and is well-versed in conflict resolution
- Promotes and supports the current vision for the District, builds a shared vision
- Has excellent communication skills, both written and oral
- Is highly visible, accessible, and approachable in the schools and in the community
- Works effectively with all employee groups as well as with the organizations that represent them
- Is an effective collaborator who values and seeks input and ideas from others
- Has a proven track record of developing, supporting and nurturing teams
- Holds self and others accountable for their work
- Will build on the good work the District has done in creating professional learning communities and creating challenging and engaging learning experiences for students and staff
- Demonstrates that s/he values the perspectives of diverse groups and individuals and reaches out to them before making critical decisions and developing recommendations for the Governing Board
- Understands the unique nature of living in a small community in a predominantly agricultural area
- Continues to strengthen the work of the governance team and works effectively with the Governing Board

PERSONAL PROFILE

The Chowchilla Elementary School District seeks a superintendent who:

- Is honest and is of high moral character
- Knows and values a small rural community environment, honors tradition, and history
- Is actively involved with the children, schools and in the community
- Is approachable and enjoys interacting with staff, students, and the community
- Has high integrity, stands by his/her beliefs, and is transparent in his/her communication
- Has strong relationship building skills, is a people person with effective interpersonal skills
- Treats people equitably - respects the work everyone does in the District
- Is inspirational and attends to employee morale, is an optimistic leader with a vision to the future
- Is a humble leader
- Is trustworthy and trusts others to be accountable
- Is caring, warm, welcoming
- Has a sense of humor
- Values the family unit and the culture of the District
- Has a collaborative, transparent leadership style that recognizes the importance of teamwork
- Is proactive – has effective long-range strategies for helping the district build on its strengths and address its challenges
- Genuinely likes being with students and working with other adults
- Inspires trust and confidence, seeks to understand

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning
- An educator with public school experience in California, elementary desired
- A record of focusing on students and improving achievement in a culturally and economically diverse community
- A strong fiscal background and understanding of the budget and budget development process
- A record of effective employee relations
- Experience as a teacher, site administrator and three years of experience as a central office administrator

SELECTION PROCESS

The Board of Education has retained Consultant Dr. Sally Frazier of Leadership Associates to recruit qualified candidates. The consultant 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

Chowchilla Elementary School District (CESD) has a student population of 2,200 students and is located in the growing community of Chowchilla. Situated in the heart of the fertile San Joaquin Valley, Chowchilla is today a farming community, just as it was when it was first developed. We are an elementary district serving TK-8th grade students in 5 Schools. Stephens serves nearly 250 TK-2 students, while Fuller (TK-2), Reagan (3rd-4th), Fairmead (5th-6th) and Wilson Middle School (7th-8th) serve roughly 500 students each. Homes in Chowchilla are conducive to a wide economic range. New subdivisions have been added to our ever-growing community and more have pulled permits for future construction. The components that are necessary for a quality life can be found in Chowchilla. The town has proven to be very attractive to families because of its "small town" traditions and atmosphere. The population of Chowchilla is currently estimated at 19,000 and is continuously expanding. Although much of the area is farmed, industrial and commercial developments are experiencing steady, orderly growth for the residents of the community.

Chowchilla strives to maintain a friendly atmosphere, promoting the positive image of a small-town community without the problems that are frequently associated with large cities. Community members are supportive of both the Chowchilla Union High School District, as well as the Chowchilla Elementary School District.

THE BOARD OF EDUCATION

Leslie Rogers, President
Jan Crader, Clerk
Conrad Gaunt, Member
Kenneth Lasiter, Member
Amy Varney, Member

The Chowchilla Elementary School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Chowchilla Elementary 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 January 24, 2022.

Consultant: Sally Frazier, Ed.D.

Leadership Associates

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For general information, contact:

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