



Plumas Unified School District Is Seeking a Superintendent

The Position

The Board of Trustees of Plumas Unified School District invites qualified, successful Leaders to apply for the position of Superintendent. The ideal candidate will be someone who is a strong leader with excellent communications and interpersonal skills. The Superintendent must be

a “generalist” with experience in all areas of district and school administration, including instruction, finance, budget, and personnel administration. The successful candidate will also be someone committed to becoming part of a rural community and being highly visible and involved in the Plumas community and schools.

The Community

The Plumas Unified School District covers almost all of Plumas County. There are 11 schools in four well-defined communities. Each community has a clearly defined personality and identity that makes it unique. The school district has approximately 1,809 students. The school district is the largest employer in the County. Plumas County is one of California’s most scenic areas. Extending from the community of Chester in the north, which sits on the shores of beautiful Lake Almanor, to Portola in the east; Plumas County offers a high quality of life. Plumas County is recognized for its outstanding fishing, camping, water sports, golf, hiking and other recreational opportunities. The District Office is located in Quincy, which is 75 miles from Chico. Reno, Nevada is an easy 85 mile drive to the east. Compared to other areas in the state, housing costs are relatively low. The winters are mild for the Sierras as heavy snows occur occasionally, but seldom stay long. The position offers the unique opportunity to live where other people only dream about visiting on vacation.



The District

Student achievement in Plumas Unified School District has been historically high. The district’s annual general fund budget is approximately \$28 million. The district currently employs 152 certificated staff and 163 classified staff. The four district communities are active in the district and support schools.

Selection Criteria

The following criteria represent standards which will be used in the evaluation of applications and in the selection of the superintendent.

Personal Characteristics and Professional Skills and Abilities

- Has high integrity and is honest, fair, compassionate, respectful, approachable, transparent, and trustworthy with Board, staff, students and community
- Demonstrates strong public and human relations skills, humility and a sense of humor
- Is a strong leader who is consistent and firm in decision making, who can skillfully handle conflict situations, yet who fosters cooperation and collaboration
- Has excellent communications and listening skills
- Is highly visible and active in the community and schools and is committed to becoming part of the rural community the school district serves
- Has a highly professional demeanor and a strong work ethic
- Is a visionary educational leader who incorporates staff and community input in developing a district vision that maintains a focus on student achievement
- Develops a strong governance team with the Board and provides the Board with timely and accurate information, alternatives and options, and recommendations to make informed decisions
- Has excellent school finance and budgeting skills and the ability to seek and find new funding sources
- Has knowledge and expertise in data driven strategic planning
- Has the ability to develop collaborative relations and community partnerships with key stakeholders, including employee associations, community agencies, and local businesses in Plumas County
- Has broad knowledge of the laws relating to education including, but not limited to personnel issues, staff evaluation, special education, Charter Schools requirements, state and federal projects and student discipline



- Has leadership experience and demonstrated success in a diverse community and school district
- Is open to new ideas from all employees and encourages strategic risk taking
- Has excellent knowledge of K-12 curriculum and instruction, with K-12 teaching experience. Possesses knowledge and experience with Common Core State Standards, Local Control Funding Formula and Local Control Accountability Plans and has experience in integrating technology with curriculum.

The Board intends to find a candidate who possesses most of these characteristics, but more importantly is a leader who inspires trust and unites the community. This leader will support Plumas Unified School District's efforts to achieve an even higher level of performance for its students and staff.

Professional Experience and Preparation

- Bachelor's degree and administrative credential required
- Master's degree and administrative credential preferred
- Superintendent or other district office experience desirable
- Principal or other administrative experience required
- Classroom teaching experience required
- Minimum of 3 years of continuous, full-time, active employment in public school system

Selection Procedure

The Board, working with Leadership Associates consultants, will evaluate the qualifications of each candidate and will use the described criteria during the screening, interviewing and final decision making process. The Board will select and interview the top candidates and will then select the next superintendent. Any applicant who contacts a board member with the intent of influencing the board's decision will be disqualified. Travel expenses for those candidates selected for the initial interview will be the responsibility of the candidate.

Contract and Salary Terms

The Plumas Unified School District Board of Trustees will offer a multi-year contract of employment with a salary that is competitive and negotiable based on the qualifications and experience of the successful candidate, plus fringe benefits. The finalist will be required to provide the district with certified transcripts that verify attainment of academic degrees and proof of appropriate credentials.

Board of Education

Traci Holt, Board President (District 5)
 Joleen Cline, Board Clerk (District 1)
 Leslie Edlund, Member (District 2)
 Dave Keller, Member (District 4)
 JoDee Read, Member (District 3)

Application Procedures & Deadline

To request application materials for the Plumas Unified School District Superintendent position visit www.leadershipassociates.org/active-searches and select Plumas 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., November 15, 2021.

Consultants: Rich Fischer and Tom Changnon

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Plumas County Students

