



## Information for Applicants for the Position of

### **SUPERINTENDENT** **Patterson Unified School District**

#### **THE POSITION**

The Board of Education of Patterson Unified School District invites highly qualified, energetic and personable educational leaders to apply for the position of District Superintendent. The Board seeks a leader who puts students first, is community minded, and has proven successful experience in the dynamics of a school district slated for significant population growth.

#### **PROFESSIONAL PROFILE**

Patterson Unified School District seeks a superintendent who:

- Is focused on the success and needs of all students
- Shows evidence of a proven track record of growing academic achievement for all students, including challenging opportunities for gifted, effective programming for special needs students, second language learners, migrant students, foster and homeless children and children of poverty
- Is an equity warrior and advocate for students and their families
- Values the strategic planning process, adheres to the plan and aligns District and superintendent goals to the plan; aligns resources and time to goals
- Places a high value on safe environments for students and staff
- Is knowledgeable about and experienced with the myriad of issues relative to the pandemic and its implications for the schools
- Is experienced in and understands school district finances and budgets, for all district operations, has a fiscally conservative perspective
- Knows and attends to mitigation agreements and work with city officials and developers as an advocate for the interests of the District
- Is experienced in navigating the political arena particularly in areas related to community growth
- Has past experience with all aspects of facilities bonds
- 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
- Continues to strengthen the work of the governance team, guides and leads the Board, and supports governance training and development
- Has a history of positive and successful experience working with employees and employees' representative groups
- Honors the chain of command and values all employees of the organization
- Is a creative thinker and problem solver who 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

#### **PERSONAL PROFILE**

- Is honest, trustworthy and has integrity
- Is engaging, approachable, and accessible
- Is visible in the schools and throughout the community
- Is personable, collaborative and builds teams
- Stays calm under pressure

- Is humble, empathetic
- Is an active listener who listens for understanding
- Has a sense of humor
- Welcomes diversity of cultures, of interests, and of ideas; embraces the opportunities of the changing District demographics
- Is innovative and builds a shared vision for the future
- Has the fortitude for the job and passion for the work
- Is collaborative, brings people together and seeks common ground, receptive to new ideas
- Is a mentor, a coach; leads by example
- Sets clear goals and expectations, is strategic and analytical in decision making
- Presents professional persona both within the District and throughout the community; is an active advocate for the District

### **DESIRED EDUCATION/EXPERIENCE**

- Masters degree or higher with a record of continuous learning
- 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
- An educator with K-12 experience in California public schools, including TK-12 classroom teaching, site administration and district office level experience preferably as a superintendent or deputy, associate or assistant superintendent
- A strong record of partnering with community groups
- Bilingual (desirable)
- Experience with a growing community and working with city officials and developers for growth related issues including facilities
- Experience with CTE with an eye to the future for new CTE offerings

### **SELECTION PROCESS**

The Board of Education has retained Consultants Sally Frazier, Ed.D. and Tom Changnon 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

Mission Statement: Our Visionary Purpose

The Patterson Joint Unified School District, the Central Valley's vibrant educational community offering world class academics with a small-town feel, ensures that all students will graduate as resilient confident innovators and contributing citizens with the knowledge and the 21st-century skills and experience to create their own futures and pursue personal and professional fulfillment.

District Demographics

Patterson Joint Unified School District (PJUSD) is located in Stanislaus County in the heart of the great Central Valley where agribusiness is a major industry. PJUSD serves approximately 6,012 students. PJUSD is the 5th largest school district in the county with 5 elementary schools, 1 middle school, 1 comprehensive high school, 1 continuation high school, 1 alternative school, and 1 adult transition program.

Seventy seven percent of our students are eligible for the school lunch program. Our culturally diverse student population consists of 76 percent Latino, 9.9 percent white, 4.8 percent African American, 2.4 percent Asian, 1.6 percent Filipino and 1.8 percent Pacific Islander other ethnicities making up the remaining enrollment. For the 2020-2021 school year, 33.1 percent are English learners (ELs). 17.8% of our students have been reclassified as fluent English proficient. All schools in the district receive Title I funding.

The Patterson Unified School district recognizes the strength in a united community and in the Fall of 2015 launched the United Patterson Initiative. This initiative brought together the school board, city council, and the Patterson Education Foundation together in order to bring other organizations together and create the United Patterson Network. This network has now grown to seventy-five members who are dedicated to providing resources and services to our Patterson students and their families.

The fabric of LCAP is embedded in every meeting that is held. The Patterson school district has strengthened its communication with every stakeholder group. We understand the power of leveraging all resources in order to meet the needs of all of our students.

## THE BOARD OF EDUCATION

Ryan Segoviano, President  
Amanda Lozano, Vice President  
Deja Nair, Clerk  
Michele Bays, Member  
Kieran Carter, Member  
Heaven Goins, Member  
Carlos Fierros, Member

*Patterson Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS

To request application materials for the Patterson Unified School District Superintendent position visit [www.leadershipassociates.org/active-searches](http://www.leadershipassociates.org/active-searches) and select Patterson Unified School District.

For other inquiries contact Penny Pyle, Executive Assistant, at [ppyle@leadershipassociates.org](mailto:ppyle@leadershipassociates.org).

**Applications must be completed and returned via email by 5:00 P.M. on February 3, 2022.**

**Consultants:**  
**Sally Frazier, Ed.D.**  
**Tom Changnon**

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

[www.leadershipassociates.org](http://www.leadershipassociates.org)

Phone: (530) 302-5112