



Information for Applicants for the Position of **SUPERINTENDENT** **Alpine County Unified School District**

THE POSITION

Are you someone who loves the outdoors? Do you thrive in small, tightly knit communities where the difference you make is readily noticed? Are you looking for a place where staff, students, and the community take an active role in investing in student success? If you appreciate the quiet beauty of a rural area and are passionate about student achievement and well-being, Alpine County Unified School District might be a great fit for you. The Board of Education of Alpine County Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

The Alpine County Unified School District seeks a superintendent who:

- Is an effective communicator
- Has worked with a Native American community or communities of color
- Has an understanding of the unique geographical location of Alpine County
- Fosters the whole child, SEL and embraces diversity
- Has experience and the desire to work in a rural area
- Is a strong leader who knows how to create and implement a strategic vision
- Will become an active community member
- Has a clear and strategic focus on student achievement
- Is collaborative and works toward consensus on important issues, while also being decisive and action oriented
- Will appreciate the culture and successes of ACUSD, including a dedicated group of educators and community members who care deeply about students
- Will place the highest priority on safe environments for students and staff and has experience collaborating with other agencies, including at the State and County level, regarding issues that may effect student and staff wellness, including dealing with COVID issues
- Will honor the good work that is going on in the district and will take a thoughtful and inclusive approach to change
- Will be active and visible on both campuses and school events
- Will communicate regularly and clearly with all segments of the community
- Is open, approachable, and easy to talk with
- Is collaborative and able to bring together teachers, staff, parents, community, and students for the purposes of improving the school experience for all
- Is energetic, enthusiastic and will actively engage in all aspects of the district and community
- Can work well with all employees, building on their strengths and coaching them to be highly effective
- Has a strong working knowledge of budgets, curriculum, instruction, human resources/negotiations and facilities
- Places high value on the appearance and condition of district facilities
- Recognizes the value and need for technology as part of a modern and appropriate educational experience

- Is an empathetic listener, allowing input to inform decisions while being able to make the tough calls when necessary
- Has a commitment to appropriate evaluation, holding self and others to a high standard
- Is able to effectively manage, comprehend and retain large amounts of information

PERSONAL PROFILE

The Alpine County Unified School District seeks a superintendent who:

- Understands and has experience working in small communities
- Is personable and approachable
- Is receptive to ideas
- Is genuine, authentic and a person of great integrity
- Is honest and transparent in all interactions
- Is a good listener, while also able to be decisive
- Has a sense of humor
- Is energetic and a tireless advocate for children and teachers
- Can creatively seek solutions
- Is respectful to all stakeholders
- Is sensitive to the needs of all students, including those with special needs
- Is a unifier who can bring the community together

DESIRED EDUCATION/EXPERIENCE

- An educator with K-12 administrator experience, preferably in California
- A strong fiscal background and thorough understanding of the budget process
- A record of focusing on students and improving achievement
- A strong record of partnering with community groups

SELECTION PROCESS

The Board of Education has retained Consultants Tom Changnon 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 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

Alpine County Schools is a single-single District/County Office of Education. Alpine County is located in Eastern California nestled within the Sierra Nevada mountains and is 743 square miles in area. According to the 2019 US Census there are 1,129 residents. This is a 3.9% decrease from the 2010 census. Prior to the county's creation in 1864, the Washoe people, a Great Basin tribe, inhabited the area and is still the home of the Hung-A-Lel-Ti community. Alpine County Schools operates two K-8 schools, an early learning center, adult school, community day school and opportunity school program. Students in grades 9 - 12 attend school at South Tahoe High School in El Dorado County, CA or Douglas High School in Minden, NV.

THE BOARD OF EDUCATION

Amy Mecak, President
Nani Ellis, Clerk
Amber Bill, Member
Joseph Daly, Member
Amber Watts, Member

Alpine County Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Alpine County Unified School District Superintendent position visit www.leadershipassociates.org/active-searches and select Alpine County 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 11, 2022

Consultants:

Tom Changnon, Lead
Rich Fischer, Co-Lead

Leadership Associates

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