



Information for Applicants for the Position of

**SUPERINTENDENT  
PALERMO UNION ELEMENTARY SCHOOL DISTRICT**

**THE POSITION**

The Board of Education of the Palermo Union Elementary School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

**PROFESSIONAL PROFILE**

The Palermo Union Elementary School District seeks a superintendent who:

- Will engage with the community and District employees to understand the culture and values of PUESD
- Will honor the past while being open to innovations that may be valuable to the District
- Will engage the community in the development of a vision of the future
- Is knowledgeable about Interest Based Bargaining
- Has a clear understanding of school district finances and budgeting practices
- Understands and practices "servant leadership"
- Enjoys working with children and educators
- Is an effective communicator, who listens and engages with others in decision making
- Leads by example
- Is visible and is regularly on school campuses and visiting classrooms
- Is collaborative but also capable of making tough decisions in a timely manner
- Will work effectively with the Board
- Values all employees, whether certificated, classified or confidential
- Is committed to meaningful professional development for all employees

**PERSONAL PROFILE**

The Palermo Union Elementary School District seeks a superintendent who:

- Has a track record of being honest and trustworthy
- Is accessible and easy to talk with
- Has an open-door policy
- Will become a visible member of the Palermo community
- Believes fervently in the value of public education
- Is energetic
- Has a sense of humor and is able to see the positive side of most issues

**DESIRED EDUCATION/EXPERIENCE (PREFERRED)**

- Masters degree or higher with a record of continuous learning.
- An educator with K-12 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
- Experience as a teacher, principal and at least five years' experience as a central office administrator
- Bilingual candidates are invited to apply

**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 professional references
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

## THE DISTRICT AND COMMUNITY

Palermo Union School District is located in the northern part of California, in the Sacramento Valley, just south of Oroville and 64 miles north of Sacramento, the state capital. The District includes parts of both the Lassen and Plumas National Forests, which provide a multitude of recreational opportunities.

Palermo Union School District is a "School of Choice District," which means that it has an open enrollment policy within the district boundaries. The purpose of the policy is to offer options to meet the diverse needs, potential, and interest of district students. Students in grades kindergarten through eight who reside within district boundaries may apply for enrollment in the school of their choice.

## THE BOARD OF EDUCATION

Debbie Hoffman, President  
Cody Nissen, Vice President  
Loretta Long, Clerk  
William Bynum, Member  
Justin Younger, Member

*The Palermo Union Elementary School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Palermo Union Elementary School District 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 20, 2023**

### Consultants:

**Tom Changnon**

**Rich Fischer**

### Leadership Associates

449 W. Foothill Blvd., #427

Glendora, CA 91741

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

For general information, contact:

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