



Information for Applicants for the Position of

SUPERINTENDENT COLUMBIA UNION SCHOOL DISTRICT

THE POSITION

The Board of Education of the Columbia Union 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 Columbia Union School District seeks a superintendent who:

- Will engage with the community and District employees to understand the culture and values of CUSD
- 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
- Background includes knowledge and experience with Special Education
- Is visible and is regularly 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 Columbia Union 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 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
- Is approachable and visible throughout the schools and in the community
- Has a collaborative leadership style and allows for constituency voice in decision-making
- Is innovative, progressive and receptive to ideas
- Is deeply passionate about the work and supportive of staff
- Values and evidences a transparent leadership style

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in California
- A strong fiscal background and understanding of school district budgets
- A record of focusing on students and improving achievement
- Experience as a teacher, principal and experience as a central office administrator

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

The mission of the Columbia Union School District is to provide a child-centered environment that cultivates character, fosters academic excellence, and embraces diversity. District families, communities, and staff join as partners to develop creative, exemplary learners with the skills and enthusiasm to contribute to a constantly changing global society.

Columbia Union School District is located two miles north of Sonora in the gold country of the Sierra Nevada Foothills. Columbia Elementary School began in the 1800s as a one-room schoolhouse located in historic Columbia State Park. The old schoolhouse still stands and is maintained by the State Park for tours and presentations. Columbia Elementary School relocated in 1936 when a new school building was constructed on Parrotts Ferry Road. Over the years the campus has expanded to meet the needs of the growing district. In 2007, the district completed construction of 19 state of the art classrooms and an Education, Sports and Performing Arts Complex. Today Columbia Union School District serves 500 students in grades K-8.

THE BOARD OF EDUCATION

Molly Day, President
Rebekah Rogers, Clerk
Jamie Serrano, Member
Tom Stewart, Member
Dr. Jeff Wittman, Member

The Columbia Union School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Columbia Union 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 13, 2023

Consultants:

Tom Changnon

Rich Fischer

Leadership Associates

449 W. Foothill Blvd., #427 Glendora,
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www.leadershipassociates.org

For general information, contact:

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