

**SUPERINTENDENT
SAN RAFAEL CITY SCHOOLS****THE POSITION**

The Board of Education of the San Rafael City Schools invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

PROFESSIONAL PROFILE

The San Rafael City Schools seek a superintendent who:

Equity

- Is a fierce advocate for students
- Has an understanding of the district and community's cultural and economic diversity
- Has successful experience of working in a diverse school district and community
- Has successful school site administrative experience in PK-12 public education settings
- Is an instructional leader with expertise in effective practices and strategies for teaching and learning
- Is sensitive to and understands the needs of diverse learners and their families
- Has a proven track record of success in raising student academic achievement and closing the achievement gap especially for English Language Learners
- Will fully implement existing initiatives using the Together 2024 plan as a guide to lead the district moving forward.

Community

- Has a history of working collaboratively with the school board, employees, students and parents
- Has experience in creating and maintaining a collaborative culture in working with labor groups
- Fosters and maintains a climate of trust and mutual respect
- Is present and highly visible at the school sites, district and throughout the community
- Nurtures community partnerships and works collaboratively to include the input and involvement of students, staff, parents and the community in decision making
- Is skilled at communicating the district's strengths and offerings to parents and the community
- Is an effective communicator within the district and the community
- Maintains a culture of high expectations for students, employees and self

Joy

- Is skilled at building capacity and fostering teamwork within the district
- Is skilled at communicating the district's strengths and offerings to parents and the community
- Values and has demonstrated success in family engagement at the school sites and within the district

PERSONAL PROFILE

The San Rafael City Schools seek a superintendent who:

- Values joy in learning and connecting with others
- Is passionate about educating all students to their full potential
- Is trustworthy, authentic, transparent and possesses the highest level of integrity
- Values and appreciates multicultural environments
- Possesses strong interpersonal skills
- Is a strong and effective communicator
- Is a courageous leader
- Is an inspirational leader who can build a sense of purpose among all stakeholders
- Is a problem solver and focuses on solutions
- Is resourceful and thinks outside of the box
- Is a leader who understand poverty
- Is one who understands and appreciates the work already accomplished in the district

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 public education experience in California
- A strong fiscal background and understanding of budgets
- A record of focusing on students and improving achievement in a diverse community
- Holds a California Administrative Credential or is eligible
- Experience as a teacher, site principal and district office administrator
- Bilingual, bicultural desirable

SELECTION PROCESS

The Board of Education has retained Dr. Blanca G. Cavazos and Dr. Marc Ecker 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. Please note: As part of the selection process, finalists will interview with the Board of Education and a Community Advisory Panel.

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

Originally established by City Charter in 1861, the San Rafael City Schools has for generations understood the importance of providing a safe, challenging and culturally rich learning environment that provides our students with the opportunity to realize their maximum potential and prepare for the challenges ahead.

Today, the San Rafael City Schools is comprised of twelve schools that serve approximately 7,000 students. In accordance with the City Charter, the San Rafael City Schools represents two separate school districts: one for elementary grades (K-8) and one for the high school level (9-12). Both Districts are governed by one five-member Board of Education and share a Superintendent. The Elementary District is composed of nine schools. The High School District provides secondary education to students residing in two elementary districts: Miller Creek Elementary District and San Rafael Elementary District. The High School District has two comprehensive 9-12 high schools and a continuation high school.

The San Rafael City Schools (SRCS) community ensures that every student receives an empowering education. High expectations and skillful individualized instruction enable each student to embrace their own learning, think critically and experience success. Our welcoming school climate ensures that our diverse community of students, families, staff and community members are treated with dignity and respect, creating opportunities for participation, engagement and support. Every student graduates college and/or career ready, able to take responsibility for a future that includes life-long learning.

THE COMMUNITY

San Rafael is the oldest, largest and most culturally diverse city in Marin and also enjoys the best weather. San Rafael is a lively business and cultural center located in an area of incomparable natural beauty. At the city's heart is its charming, vibrant downtown shopping district with a mixture of Victorian buildings, ethnic restaurants, retail stores and financial institutions. In July 2017, the California Arts Council selected San Rafael as one of California's premier state-designated arts and culture districts. The San Rafael community enjoys seasonal events such as the Thursday night farmers markets and summertime concerts and offers many sites to visit and activities. These include the nearby authentic recreation of Mission San Rafael Arcangel; founded in 1817 as part of California's mission chain; many beautifully restored turn-of-the century buildings, including.

the Falkirk Cultural Center and the 106-year-old Dominican University; and the Marin County Civic Center, home to the county's government offices and an architectural treasure designed by architect Frank Lloyd Wright. Parklands and open space account for nearly 30 percent of the city's land. Since it borders the San Pablo Bay, San Rafael has an abundance of marinas and many water-oriented recreational activities are available. Nature lovers will appreciate the quiet beauty of China Camp State Park, a 1,600-acre park with hiking and biking trails and overnight campsites.

THE BOARD OF EDUCATION

- Gina Daly, President
- Lucia Martel-Dow, Vice President
- Linda M. Jackson, Member
- Carolina Martin, Member
- Marina Palma, Member

The San Rafael City Schools is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the San Rafael City Schools 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 February 20, 2023

Consultants:

- Blanca G. Cavazos, Ed.D.**
- Marc Ecker, Ph.D.**

Leadership Associates

449 W. Foothill Blvd., #427
Glendora, CA 91741
www.leadershipassociates.org

For general information, contact:
Sarena Fairrington, Executive Assistant, Search Services
sfairrington@leadershipassociates.org