



Information for Applicants for the Position of

SUPERINTENDENT **Mill Valley School District**

THE POSITION

The Board of Education of Mill Valley School District invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

Mill Valley School District seeks a superintendent who:

- Is a strong, confident and decisive leader, who can effectively work with highly engaged and invested staff, parents, community members and the Board
- Has strong interpersonal skills and is a highly skilled communicator, focused on providing transparency to the learning community
- Values collaborative decision making
- Is skilled in building partnerships and bringing the entire community together toward a strong vision of learning experiences for all students
- Is an innovative and courageous instructional leader who is knowledgeable of research-based best practices and looks at the needs of diverse learners with an equity lens
- Has a growth mindset and uses data to drive continuous improvement for all students
- Works collaboratively and communicates well with the Board of Trustees in building a positive and effective governance team
- Has experience in moving forward DEIB initiatives
- Has a proven track record of community building, teamwork, and inclusiveness across stakeholder groups
- Has experience in a similarly sized district with high expectations for student success
- Has proven successful experience overseeing district finances, bonds, and facilities improvement projects
- Has experience leveraging the resources available to the district
- Has proven experience with successfully implementing a global language program

PERSONAL PROFILE

Mill Valley School District seeks a superintendent who:

- Is focused on building trust and bringing community members to consensus
- Has worked in a positive and collaborative manner with all bargaining units
- Is a strategic thinker and courageous leader
- Is a community builder who will unite everyone around a shared vision of teaching and learning
- Is student-centered in their decision-making and actions
- Is focused on coaching and development, and providing growth opportunities for others in order to build capacity in the district
- Is approachable, personable, and a good listener with an open-door policy to hear and consider stakeholder input
- Has a sense of humor

DESIRED EDUCATION/EXPERIENCE

- An educator with site and district-level teaching and administrative experience
- A strong record of partnering with parents, teachers and community groups

SELECTION PROCESS

The Board of Education has retained Consultants Marc Ecker, Ph.D., Blanca Cavazos, Ed.D. and Jacki Horejs, Ed.D. 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. The approximate range is \$240,000 to \$300,000. 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

Mill Valley School District is located 14 miles north of San Francisco and the Golden Gate Bridge in Marin County, California. The District has five elementary schools and one middle school, with an enrollment of approximately 2,800 students in grades TK through 8. Four of the schools are located in Mill Valley while two are located in the adjacent unincorporated areas of Strawberry and Tamalpais Valley. The district also includes the unincorporated areas of Alto, Almonte, Homestead Valley and Muir Beach. Recognized and respected at both the state and national levels, the Mill Valley School District has developed a reputation for its ability to create exceptional learning programs. The District just passed a \$194 million facilities bond in June.

THE COMMUNITY

Mill Valley is primarily a suburban community, with distinctive residential neighborhoods representing eras of the town's growth from a small mill town to the modern city it is today. Mill Valley has been rated as one of the top 20 best small towns in America by Smithsonian Magazine. It is nestled between Richardson Bay and Tamalpais. The population is approximately 14,200. Education and income levels of residents are high with about 40% of the population having a graduate or professional degree. The City of Mill Valley was incorporated in 1900. It is a full-service city with a City Council/City Manager form of government.

THE BOARD OF EDUCATION

Michele Crncich Hodge, President
Sharon Nakatani, Vice President/Clerk
Eli Abdoli, Member
Natalie Katz, Member
Yunhee Yoo, Member

Mill Valley School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Mill Valley School District Superintendent position visit www.leadershipassociates.org/active-searches and select Mill Valley 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. Monday, March 20, 2023

Consultants:

Marc Ecker, Ph.D., Blanca Cavazos, Ed.D., and Jackie Horejs, Ed.D.

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