



## Information for Applicants for the Position of **SUPERINTENDENT** **SELMA UNIFIED SCHOOL DISTRICT**

### **THE POSITION**

The Board of Education of the Selma Unified 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 Selma Unified School District seeks a superintendent who:

- Puts students and student opportunities and achievement as the top priority—the focus of all actions and decisions
- Has had successful classroom teaching and or site administration experience
- Values Career Technical Education programs and educational options
- Values athletics-and co-curricular activities for students
- Understands and is experienced with LCFF and LCAP and California public education structures
- Has the skills to maintain the stable fiscal position of the district
- Evidences a history of effective and successful relationship with employee labor groups and in the negotiations process
- Is skilled with building relationships with stakeholders
- Has effective communication skills and is skilled in listening for understanding
- Embraces Selma Unified School District and the values and culture of the district and its diverse community and will make a long-term commitment to the district
- Is experienced in a school district with similar demographic

### **PERSONAL PROFILE**

The Selma Unified School District seeks a superintendent who:

- Is visible, approachable and accessible at school sites and throughout the community
- Is community-minded, has a heart for the community
- Has a strong work ethic
- Is personable, friendly, approachable
- Is open minded and supportive
- Is transparent
- Is ethical and honest
- Views the job of Superintendent as a long-term commitment

### **DESIRED EDUCATION/EXPERIENCE (PREFERRED)**

- 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 district office administrator or superintendent or completion of ACSA Superintendent Academy

### **SELECTION PROCESS**

The Board of Education has retained Consultants Juan Garza and Dr. Sally Frazier 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 Selma Unified School District is located in Selma, California in Fresno County. It has eleven schools - one high school, one middle school, and eight elementary schools, and one continuation/adult school - and serves approximately 6,800 students grades K-12. Selma High School is a California Distinguished High School that offers a rigorous academic curriculum supported by outstanding co-curricular and extra-curricular programs.

Selma High School is a six-year accredited institution through June 2017 with the Western Association of Schools and Colleges.

Selma is a rapidly growing community of over 24,000, located in the central San Joaquin Valley. It is widely known for its small-town charm and its big city development. Selma's location, at the crossroads of State Routes 99 and 43, makes it a regional hub for southeast Fresno County as well as neighboring Tulare and Kings Counties. Selma has an industrial space available for most any type of business and industrial land available for development.

Both new and long-time residents are discovering and rediscovering the joys of living in this delightful community. Selma provides an ideal location for shopping in its beautiful downtown and other shopping centers. Many new car dealerships also add to its appeal. Countless events offered through the City, the Chamber of Commerce, schools, churches and other community groups make Selma a great place to live, work and play.

Learn more about Selma Unified School District: <https://www.selmausd.org/>

## THE BOARD OF EDUCATION

Rosemary Alanis, President  
Narinder Sahota, Vice President  
Joel Fedor, Clerk  
Estella Kessler, Member  
Mark Medina, Member

*The Selma Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Selma Unified 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 March 16, 2023.**

**Consultants: Juan Garza and Sally Frazier, Ed.D.**

**Leadership Associates**

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

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