

## Application Procedures

All applications will be held strictly confidential.

To request application materials for the Yuba County Office of Education Superintendent position, please visit <http://www.leadershipassociates.org/active-searches/> and select the listing for this position.

All applicants must provide the following items by the closing date of **July 21, 2023**, no later than 5:00 p.m. to be considered:

To be considered, the candidate must provide:  
A letter of introduction  
A fully completed application form  
A resume  
Three current letters of recommendation (within the past twelve months)  
Verification of degrees and credentials (finalists only)

Consultants:  
Rich Fischer,  
[rfischer@leadershipassociates.org](mailto:rfischer@leadershipassociates.org),  
916-770-9644

Tom Changnon,  
[tchangnon@leadershipassociates.org](mailto:tchangnon@leadershipassociates.org),  
209-996-1776

Leadership Associates  
449 W. Foothill Blvd., #427  
Glendora, CA 91741  
[www.leadershipassociates.org](http://www.leadershipassociates.org)

## Selection & Interview

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 TERMS**

Annual salary is \$165,317 plus retirement, health, dental, vision and life insurance benefits to the successful chosen candidate. It is the applicant's responsibility to provide the county with credential information.

### **Yuba County Office of Education Board of Trustees**

Marjorie Renicker, President  
John Nicoletti, Vice President  
Katharine Rosser  
Desiree Hastey  
Tracy Bishop



An Equal Opportunity Employer



Yuba County  
Office of Education

935 14th Street  
Marysville, CA 95901  
(530) 749-4900

# Superintendent Search

APPLICATION  
DEADLINE: **July 21, 2023**

## The Position

The Yuba County Board of Education is seeking an experienced, respected, and visionary leader to fulfill the remainder of a four year term as Yuba County Superintendent of Schools. The position is a constitutional officer and will be up for election again in 2026.

The County Superintendent is expected to lead the Yuba County Office of Education Programs and Staff, Superintendent over the Districts of the county as described in law. Actively engage with the communities and service organization of Yuba County to improve the quality of life for all and represent the interests of the people of Yuba County on educational issues at regional, state, and national forums.

We are seeking a forward-looking and progressive superintendent who will value our past and present achievements, while leading boldly into the future.

## Community

Yuba County is nestled at the North Eastern edge of California's vast central Sacramento Valley. It is located 34 miles from Sacramento, 107 from San Francisco and 417 from Los Angeles.

Yuba County is located within driving distance to community colleges, California State Universities, Sacramento, Davis, and Chico, and numerous technical schools.

The school districts/charter in Yuba County are:

- Camptonville Union Elementary School District
- Marysville Joint Unified School District
- Plumas Lake Elementary School
- Wheatland School District
- Wheatland Union High School District
- YES Charter Academy

## Qualifications and Requirements

- Successful work history in Education with a valid Administrative Credential
- Clear vision for organizational and community leadership
- A passion for serving underserved populations
- Demonstrated experience in school finance, personnel, special education, Career Technical Education, Alternative Education, Curriculum and Instruction
- A keen sense in the role to develop positive relationships and skills with all staff based on mutual respect, common goals, and organizational needs
- Ability to develop positive and effective partnerships and networks based on mutual interest and respect
- Confidence in working with and leading the school districts in Yuba County
- An appreciation for the political process in our region, California, and the nation
- Experience working with a Board of Education and supporting their vision and boardmanship
- A strong commitment to improving Yuba County for all citizens
- Established Yuba County residency

## Criteria

### Leadership Skills

- Has demonstrated the ability to work effectively with a diverse community
- A leader who is open and accessible to the staff and community
- Able to develop a vision and implement short and long range plans
- Ability to bring about positive change
- Ability to work effectively with the Board
- Values the importance of positive relationships

### Fiscal Leadership

- Demonstrated ability to develop a budget and manage the county's finances and resources
- Experience with LCFF in both county and district level

### Communication Skills

- Excellent listener and values various viewpoints
- Builds trust through open, honest communication
- Has exceptional communication skills, both verbal and written

### Instructional Leader

- Able to focus instruction to meet the needs of a diverse student population
- Ability to provide outstanding educational leadership
- Supports and promotes best practices in education based on research
- Ability to identify, select, develop, supervise, and evaluate staff to ensure outstanding performance

### Personal Qualities

- Demonstrates high integrity, strong interpersonal skills, caring, and a sense of humor

### Team Building

- A confident leader who is a team builder and team player
- Will involve others in decision making processes to create a climate of trust and respect
- Has the ability to delegate and hold others accountable
- Ability to inspire and motivate others