



## Information for Applicants for the Position of

### **SUPERINTENDENT DOS PALOS-ORO LOMA JOINT UNIFIED SCHOOL DISTRICT**

#### **THE POSITION**

The Board of Education of the Dos Palos-Oro Loma Joint 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 Dos Palos-Oro Loma Joint Unified School District seeks a superintendent who:

- Puts students first and as the focus of all decisions
- Knows and values small rural and Central Valley schools and communities; a tight-knit community with family values
- Is welcoming and builds positive, collaborative relationships with staff, parents, and community
- Has strong, effective human relations skills; is a "people person"
- Is the image of the District, an effective orator and communicator with all stakeholder groups
- Is a team player; leads by example
- Has a proven track record of growing academic achievement for all students, including effective programming for special needs children, second language learners, and children of poverty
- Is experienced or has deep knowledge and understanding of dual immersion language programs
- Values and maintains an accountable organization; holds self and others accountable
- Is experienced with the development and oversight of school district budgets, financial management and facilities oversight and maintenance
- Takes the time to understand what is and the traditions before instituting change
- Respects and acknowledges the value of all employees
- Accepts constructive criticism; is willing and able to learn from actions or decisions; admits mistakes
- Has a traditional educational background including teaching, site and district level administration
- Has the ability to coach and develop potential leaders within the District; creates a strong, cohesive working team
- Has the commitment and the skills to develop an effective working relationship with the Board
- Will be vested in the District and community for the long term
- Handles stress; is calm under pressure
- Values professional development and continual improvement for all

#### **PERSONAL PROFILE**

The Dos Palos-Oro Loma Joint Unified School District seeks a superintendent who:

- Is approachable; knows the importance of being visible in the schools and the community
- Is honest and trustworthy
- Values teamwork and collaboration
- Has effective communication skills (writing, speaking, listening)
- Has a record of success as a strong leader
- Is empathetic and a good listener
- Has a passion for the work, the school district and community
- Is humble and accessible
- Is passionate about the work and puts students first

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

- Master's degree or higher with a record of continuous learning
- An educator with TK-12 experience in California
- A record of focusing on students and improving achievement in a rural agriculture community
- A strong fiscal background and understanding of the budget
- Experience as a teacher, principal and as a central office administrator
- Bilingual candidates are invited to apply

## SELECTION PROCESS

The Board of Education has retained Consultant Sally Frazier, Ed.D. of Leadership Associates to recruit qualified candidates. The consultant 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. This approximate salary range is \$185,000 to \$200,000.

## APPLICATION REQUIREMENTS

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)

*All materials will be acknowledged and treated confidentially*

## THE DISTRICT AND COMMUNITY

Dos Palos is located in the heart of the San Joaquin Valley near the geographic center of California. Dos Palos is approximately halfway between San Jose and Fresno or halfway between Monterey and Fresno. The District transcends both Merced and Fresno County boundaries; however, the majority of governmental business takes place in Merced County. Dos Palos' Central California location allows easy freeway access to both winter and summer recreational areas. Yosemite National Park, San Francisco, Los Angeles, Santa Cruz, Monterey, and Lake Tahoe are all within reasonable driving distance.

The district serves a population base of approximately 5,000. The mild climate supports a flourishing agricultural economy of dairy, cotton, rice, sugar beets, tomatoes, and other leading commodities. Several colleges and universities are located within a one-hour drive, including Merced College, the University of California at Merced, California State Universities in Fresno and Turlock (Stanislaus), and the blooming cotton field with blue sky and clouds Fresno Pacific University. In addition, other universities offer educational programs within the county.

The county seat located in Merced offers most governmental, professional, and commercial services. The community of Dos Palos also includes family health clinics, shopping areas, churches, recreational facilities, several parks, and sports activity leagues for adults, children, and a swimming pool. Surrounding recreational areas include the San Luis Reservoir and O'Neill Forebay for fishing, windsurfing, jet skiing, and other watersports, and National and State Wildlife Refuges for viewing, hunting, and other outdoor activities.

Dos Palos-Oro Loma currently has a certificated teaching staff of approximately 121. The District takes pride in its exceptional Special Education program, including two Speech Therapists, a Credentialed School Nurse, one Licensed Vocational Nurse, five Counselors, one Behavioral Health Clinician, and two Psychologists. We seek qualified regular and Special Education professionals willing to add their expertise to the District's mission of serving the community through education with integrity and accountability in the best interest of all students.

## THE BOARD OF EDUCATION

Maria Lorenzetti-Davis, President  
Jeremy O'Banion, Clerk  
Lisa Areias, Member  
Katina Austin, Member  
Gordon Bonds, Member  
Moy Meraz, Member  
Bill Van Worth, Member

*The Dos Palos-Oro Loma Joint Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Dos Palos-Oro Loma JUSD 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 October 26, 2023.**

**Consultant: Sally Frazier, Ed.D.**

**Leadership Associates**

449 W. Foothill Blvd., #427

Glendora, CA 91741

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

For general Information, contact:

Sarena Fairrington, Executive Assistant, Search Services

[sfairrington@leadershipassociates.org](mailto:sfairrington@leadershipassociates.org)