



Information for Applicants for the Position of

SUPERINTENDENT EUREKA CITY SCHOOLS

THE POSITION

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

PROFESSIONAL PROFILE

Eureka City Schools seeks a superintendent who:

- Puts students and student issues as the top priority—the focus of all actions and decisions
- Has a record of focusing on students and is dedicated to their social/emotional health as well as improving their achievement
- Will place the highest priority on safe environments for students and staff
- Has demonstrated a commitment to equity and will work to create an equitable education for all
- Has a strong depth of knowledge of curriculum and instruction
- Has a record of successfully managing budgets and a clear understanding of the fiscal realities of California public schools
- Will support programs that focus on the mental health of students, especially the Community Schools being implemented in the district
- Values collaboration and seeks the involvement of appropriate district and community members in decision making
- Has a record of building trust between district leaders and the community, and is comfortable working with community officials and developing strategic alliances, such as with College of the Redwoods, the County Office of Education, Cal Poly Humboldt and local government
- Communicates clearly, honestly and regularly to all stakeholders, and understands the importance of communication and has the ability to bring clarity and continuity to district goals
- Is a critical thinker and problem-solver
- Has a proven track record of positive relationships with unions and successful negotiations
- Is approachable and genuinely interested in others
- Will be authentically involved in the schools and in the community and will appreciate our unique community and North Coast environment.
- Values team building and fosters collaboration and cohesiveness
- Is a good listener who is willing to seek feedback and be accountable for her/his actions
- Understands the value of delegation and empowers others to manage their departments and schools and has the ability to coach and develop district leaders
- Believes that all staff are valuable
- Has a track record of working well with school boards and will work with the Board to build trust and support throughout the district and community
- Is innovative with an eye to the future, valuing tradition while at the same time being willing to move forward
- Believes that the arts are a very important aspect of a well-rounded education
- Will support programs such as FFA, CTE, and dual enrollment
- Is technologically savvy

PERSONAL PROFILE

Eureka City Schools seeks a superintendent who:

- Is a people person who will interact comfortably with all staff
- Has a reputation as a highly ethical and honest person
- Exhibits humility and is non-defensive
- Will bring energy, enthusiasm and a sense of humor to the job
- Is respected for their professionalism
- Is naturally empathetic but can also make the hard decisions and carry out the necessary actions

- Is an analytical problem solver and systems thinker, efficiently gathering information from many sources
- Is approachable and genuinely interested in others
- Manages time well
- Has a team mindset

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning
- An educator with K-12 experience
- 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 teacher, principal and experience as a central office administrator

SELECTION PROCESS

The Board of Education has retained Consultants Rich Fischer and Tom Changnon 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. This approximate salary range is \$221,400 - \$246,000

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

Eureka City Schools (ECS) serves students in grades Pre-K through twelve. The district has nine schools; one preschool, four elementary schools, two middle schools, one comprehensive high school, and one continuation high school. Our district also provides an adult school in partnership with the College of the Redwoods. ECS is the largest of the thirty-one school districts in Humboldt County, with a student enrollment of approximately 3,600. The district covers a wide geographic area with students matriculating into our secondary schools from five "feeder districts;" South Bay, Cutten-Ridgewood, Kneeland, Garfield, and Freshwater.

We are known throughout the region for our innovative and award-winning programs. Eureka High School is an AVID (Advancement Via Individual Determination) Site of Distinction, while both middle schools and one elementary school are "AVID schoolwide." EHS boasts the most comprehensive Career and Technical Education offerings in the region. STEAM programs are available to students at the middle levels. Several of our schools have been awarded the CA Gold Ribbon. We understand that we must provide our staff with ongoing professional learning opportunities for student outcomes to improve. As a district, we have committed to investing in a CARE (Comprehensive Approaches to Responsive Environments) team to provide much of this ongoing professional development.

THE BOARD OF EDUCATION

Mike Duncan, President
 Susan Johnson, Clerk
 Lisa Ollivier, Member
 Rebecca Pardoe, Member
 Jessica Rebholtz, Member

The Eureka City Schools is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Eureka 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 Friday, October 20, 2023.

Consultants:

Rich Fischer

Tom Changnon

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