



## Information for Applicants for the Position of

### **SUPERINTENDENT NEWMAN-CROWS LANDING UNIFIED SCHOOL DISTRICT**

#### **THE POSITION**

The Board of Education of the Newman-Crows Landing 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 Newman-Crows Landing Unified School District seeks a superintendent who:

- Puts students and student issues as the top priority
- Has a record of focusing on students and is dedicated to their social/emotional health as well as improving their achievement
- Values collaboration and seeks the involvement of appropriate district and community members in decision making
- Is approachable and genuinely interested in others
- Believes that all staff are valuable
- Believes in working closely with the board and will work with the board to build trust and support throughout the district and community
- Will support current successful programs in the district and will strive to implement additional opportunities for students to receive a well-rounded education
- Is tech savvy and desires to maintain the advances the district has made in recent years regarding technology
- Has a record of building trust between district leaders and the community and is comfortable working with community officials in expanding strategic alliances, such as with Modesto Junior College and Stanislaus County Office of Education
- Will support the traditions of the Newman community and be involved in promoting school-community events
- Is someone who can bring staff together and unify the district in promoting student success
- Is a good listener who is willing to seek feedback and be accountable for his/her actions
- Has experience in passing bonds and school construction

#### **PERSONAL PROFILE**

The Newman-Crows Landing Unified School District 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
- Is empathetic but can also make the difficult decision and carry out the necessary actions
- Is respected for their professionalism
- Has a sense of humor and is able to laugh at themselves
- Is humble
- Will bring energy and enthusiasm to work each day
- Will represent the Newman district and community with character and integrity
- Understands and promotes the "Team" concept throughout the district
- Is organized
- Is proficient in both written and oral communication
- Understands that Newman is a growing community and planning for the district's future growth is critical

#### **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 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

The salary will be competitive and based upon qualifications and experience.

## 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

The Newman-Crows Landing Unified School District (NCLUSD) serves the students of Newman, Crows Landing and Diablo Grande. There are four elementary sites, one middle school, one high school and an alternative education school. The district is governed by a five member board. Newman is a small rural farming community on the west side of Stanislaus County with strong traditions and a focus on schools. The community is dependent on the schools for not only academics but also for social-emotional support, extra-curricular support and community support. The schools are the pride of the community! There is new construction taking place in the Newman area and the district will need to make plans for future student growth.

## THE BOARD OF EDUCATION

Janice Conforti, President  
RoseLee Hurst, Clerk  
Tim Bazar, Member  
Don Cabral, Member  
Frank Rivas, Member

*The Newman-Crows Landing Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Newman-Crows Landing USD 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, November 3, 2023**

### Consultants:

**Tom Changnon**  
**Rich Fischer**

### Leadership Associates

449 W. Foothill Blvd., #427  
Glendora, CA 91741

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

For general information, contact:

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