



# PASO ROBLES

JOINT UNIFIED SCHOOL DISTRICT  
THE DISTRICT OF EXCELLENCE

## Information for Applicants for the Position of SUPERINTENDENT

### THE POSITION

The Board of Education of Paso Robles Joint Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent.

### PROFESSIONAL PROFILE

Paso Robles Joint Unified School District seeks a superintendent who:

- Puts students first in all decisions and actions
- Is transparent with all stakeholders
- Has a vision for the district and strategies to carry out the vision
- Is firm, fair and consistent
- Has a proven track record of working effectively and respectfully with staff and employee associations
- Is experienced working in a diverse community that has the full range of socio-economic levels and is ethnically diverse serving all fairly and consistently
- Is ready to present fresh, innovative ideas
- Is politically savvy
- Is skilled at finding common ground and building consensus in groups of people with divergent opinions
- Is ethical and honest
- Has a proven track record as an effective instructional leader
- Has a proven track record of increasing student achievement
- Is bilingual and experienced in working with diverse populations
- Has good communication skills; is an active listener
- Makes the tough decisions and stands behind them
- Knows the importance of authentic investment in the community and district for the long-term
- Is known for a collaborative leadership style yet can be a decisive problem solver when necessary
- Is visible and accessible in the schools and at community events
- Is a unifier; has strong interpersonal skills
- Is resourceful and has a strong network to bring resources to the district
- Is experienced with sound business acumen and responsible fiscal practices
- Is experienced working with an elected board; engages in governance practices that serve to clarify roles and responsibilities
- Follows through with commitments
- Listens to the voices of all stakeholders

### PERSONAL PROFILE

Paso Robles Joint Unified School District seeks a superintendent who:

- Is passionate about the work
- Is personable and approachable
- Has energy
- Is thoughtful and considerate

- Is respectful
- Is empathetic
- Is caring
- Is a confident decision-maker
- Builds relationships
- Trusts staff

### DESIRED EDUCATION/EXPERIENCE

- An educator with TK-12, adult education experience
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- A strong record of partnering with community groups
- Bilingual (desirable)
- Has site and district administrator experience

### SELECTION PROCESS

The Board of Education has retained Consultants Juan Garza and Sally Frazier, Ed.D. 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. The approximate range is \$218,000-\$260,303. A multi-year contract will be considered.

### 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 12 months)
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

### THE DISTRICT

Paso Robles Joint Unified School District is located on the Central Coast region of California and includes students from both San Luis Obispo County and Monterey County. The district has an approximate enrollment of 6,341 per the 2022-2023 DataQuest webpage.

PRJUSD serves students in grades kindergarten through twelve at eleven different school sites. The district currently has six K-5 elementary schools ranging in enrollment from 383 to 655 students. The largest elementary school is a K-5 magnet school: Georgia Brown Dual Immersion Magnet. There are two middle schools, Lewis Middle School (751 students) and Flamson Middle School (659 students), which provide a comprehensive 6-8 program. Flamson Middle School provides the grades 6-8 extension of the Dual Immersion program. Paso Robles High School (2,125 students) provides a comprehensive program including a wide variety of courses: AP/honors courses, dual enrollment and concurrent enrollment with Cuesta

Community College, Dual Immersion World History, VAPA, and Career Technical Education programs which includes a nationally-certified culinary arts program and an award-winning welding program. All comprehensive 6-12 schools have been awarded Gold Ribbon Status by the state. Alternative programs include grades K-8 Paso Robles Independent Study Center (PRISC) (179 students), grades 9-12 Independence High School (130 students), and grades 10-12 Liberty Continuation High School (136 students).

In 2016, the Paso Robles community passed the Measure M Bond which provides \$95 million in construction for the district's K-8 schools.

## THE COMMUNITY

Paso Robles is located midway between Los Angeles and San Francisco and bordered by coastal Highway 1 and the 101. Rich in history, agriculture, wine and food, Paso Robles is one of the best-kept secrets of the Central Coast. You'll find small-town life lived at a pace of years past, when dinner tables were set with care, graced with fine wine and food from family vineyards and backyard gardens. Paso Robles prides itself on having something for everyone. From world-class golf courses to state-of-the-art equestrian facilities and headliner entertainment venues, there is always something to do. While nearby lakes, beaches, hiking and biking trails appeal to the outdoor enthusiast, museums, art galleries and music venues provide culturally enhancing experiences for those artistically inclined. Whether you are coming to vacation, launch your next entrepreneurial adventure, looking for a place to call home in retirement, or desire to raise your family in a great community, Paso Robles is the place to be. Come join in experiencing the Roblan lifestyle.

## THE BOARD OF EDUCATION

Nathan Williams, President  
Jim Cogan, Clerk  
Dorian Baker, Member  
Kenney E. Enney, Member  
Laurene D. McCoy, Member  
Joel Peterson, Member  
Sondra Williams, Member

*Paso Robles Joint Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS

To request application materials for the Paso Robles Joint Unified School District Superintendent position visit [www.leadershipassociates.org/active-searches](http://www.leadershipassociates.org/active-searches) and select Paso Robles Joint Unified School District.

For other inquiries contact Penny Pyle, Executive Assistant, at [ppyle@leadershipassociates.org](mailto:ppyle@leadershipassociates.org).

**Applications must be completed and returned via email by 5:00 P.M. on January 22, 2024.**

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

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