



SUPERINTENDENT RIVER CHARTER SCHOOLS

THE POSITION

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

PROFESSIONAL PROFILE

The River Charter Schools seeks a superintendent who:

- Is a proven, strong, educational leader with district and/or charter school experience
- Has been a classroom teacher
- Has experience developing positive relations with labor groups
- Is fiscally knowledgeable and has experience in fiscally responsible budgeting
- Is a strong instructional leader well-versed in research based best practices
- Is a strong, proactive, transparent communicator
- Has a track record of hiring and retaining highly qualified teachers and staff
- Has experience building partnerships with the business community to support schools
- Has experience and a successful track record working with diverse populations
- Can successfully market the schools to attract more students and grow each school

PERSONAL PROFILE

The River Charter Schools seeks a superintendent who:

- Is student centered
- Is relational; a trust builder and a team builder
- Is a collaborative leader; will listen to all voices and collaboratively problem solve
- Is knowledgeable and passionate about charter schools
- Will be visible in classrooms and at events and involved in the community
- Will value the arts and music programs
- Will be a bridge builder between the two schools while valuing each school's uniqueness
- Understands effective organizational structures
- Is visionary and action oriented
- Is a capacity builder who values all staff members
- Is equity focused and has experience leading the work in diversity, equity, and inclusion
- Is honest, ethical, and trustworthy
- Has experience improving student academic achievement
- Is a supporter of Project Based Learning and offering students a well-rounded education
- Has the courage to do what is right for students
- Has high standards for him/herself and others in the organization
- Is creative, an innovative thinker and problem solver

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- A current California Administrative Credential
- An educator with K-8 or K12 teaching and leadership experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultant Jacki Horejs, 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 \$170,000 - \$180,000.

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

The mission of River Charter Schools, a leading center of educational innovation, is to grow leaders and scholars, ignite a love of learning and equip each student with the knowledge, skills, character, and social-emotional well-being to thrive and contribute to an evolving and increasingly-connected world, through schools which;

- Promote belonging for all members of our collaborative school communities
- Transform teaching, learning, and operations in our continuing pursuit of excellence
- Are filled with teams of talented, well trained, adequately supported and caring staff
- Are connected with communities of volunteers, parents and business people to empower students and teachers through partnerships and positive relationships
- Rely upon responsible fiscal planning.

The Core Values of River Charter Schools are:

- Positive Attitude: At RCS, we exemplify empathy and compassion. We assume positive intent and pride ourselves on having a positive outlook and perspective daily.
- Self-Reflection: At RCS, we strive for continuous improvement through practicing humility, listening actively, having a willingness to change, and speaking our truth.
- Collaboration: At RCS, we work as a team to communicate with all stakeholders, build trusting relationships, and engage in courageous conversations. We are valued contributors who work together to develop and achieve common goals.

THE BOARD OF EDUCATION

Omar Carrillo, Co-President
Gloria White, Co-President
Jim Lockhart, CFO
Michelle Lynch, Secretary
Don Clark, Member
Dorothy Morrow, Member
Matthew Wilkins, Member

River Charter Schools is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the [district name] 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 March 1, 2024.

Consultant: Jacki Horejs, Ed.D.

Leadership Associates

449 W. Foothill Blvd., #427

Glendora, CA 91741

www.leadershipassociates.org

For general Information, contact:

Linda Harter, Search Support Specialist

lharter@leadershipassociates.org