



Information for Applicants for the Position of

SUPERINTENDENT SALIDA UNION SCHOOL DISTRICT

THE POSITION

The Board of Education of the Salida Union School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates. The Board seeks a leader who is community minded, understands the culture of small school districts, and has experience in handling budget challenges.

PROFESSIONAL PROFILE

The Salida Union School District seeks a superintendent who:

- Is focused on the success of all students
- Has administrative experience in curriculum and professional development
- Works well with all employee groups as well as with the organizations that represent them
- Supports and promotes the vision for the district
- Builds a shared vision for the district
- Has excellent oral and written skills
- Is collaborative and will lead by example
- Understands the difference between being a leader and a manager
- Is an active participant in community events and activities
- Is sensitive to various cultures and values all people
- Is able to inspire others and hold all staff accountable
- Has knowledge of special education legislation as it pertains to Salida School District
- Continues to strengthen the work of the governance team, will guide and lead the Board, and will support professional development and training for all staff

PERSONAL PROFILE

The Salida Union School District seeks a superintendent who:

- Is honest, trustworthy, and has integrity
- Is engaging, approachable, and accessible
- Is visible in the schools and throughout the community
- Is a mentor, coach, and leads by example
- Makes school safety for students and staff a priority
- Continues to support educational opportunities for students, including music and the arts
- Sets clear goals and expectations
- Has people skills and is an active listener
- Will be an active advocate for the district within the County, and beyond

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with TK-8 experience in California
- A strong fiscal background and understanding of the budget - more than "Superintendents' Math"
- 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
- Bilingual candidates are invited to apply
- A record of focusing on students and improving achievement in a culturally and economically diverse community
- Has knowledge of how to effectively pass school bonds and work with facility experts

SELECTION PROCESS

The Board of Education has retained Consultants Dr. Sally Frazier 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: \$187,000 - \$217,000. 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 twelve months)
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT AND COMMUNITY

The Salida Union School District is located in Stanislaus County in the heart of the great Central Valley where agribusiness is a major industry. The Salida Union School District serves approximately 2,108 students in Kindergarten through grade 8. The District has four elementary schools and one middle school.

The Salida Union School District recognizes the strength in a united community and is proud of the support from parents.. The Board has worked together to create a stable environment provided to students in safe, well maintained facilities. There is veteran leadership among the staff who genuinely care for the well-being of students.

80% of the students are eligible for free and reduced meals. English Learners comprise 30% of the student population. The ethnic breakdown is as follows: White - 335 students. Hispanic - 1,455 students. African American - 41 students. Asian - 123 students.

The fabric of the LCAP is embedded in every meeting that is held. The Salida Union School District has strengthened its communication with every stakeholder group. We understand the power of leveraging all resources in order to meet the needs of all of our students.

OUR PROMISE - We educate, empower and equip every student to build habits of lifelong learning, grow to achieve their full potential and lead their communities to enrich society.

THE BOARD OF EDUCATION

Nanci Fox, President
Gary Dew, Clerk
Virginia Berry, Member
Linda Brughelli, Member
Maria Elena Magana, Member

The Salida Union School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Salida Union School District 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 April 3, 2024

Consultants:

Sally Frazier, Ed.D.
Tom Changnon

Leadership Associates

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www.leadershipassociates.org

For general information, contact:

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