



Information for Applicants for the Position of

SUPERINTENDENT
Sierra Unified School District

THE POSITION

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

PROFESSIONAL PROFILE

Sierra Unified School District seeks a superintendent who:

- Is a strong instructional leader
- Has a track record of success in preparing students to graduate ready for success in higher education and career with growth potential
- Understands the nature of a more rural mountain community and is prepared to make a long-term commitment to providing leadership over the years ahead
- Is able to demonstrate that he/she values the perspectives of groups and individuals and reaches out to them before making decisions
- Has teaching and administrative experience
- Respects our parents and understands the importance of positive engagement in the education of the students
- Is consistent in dealing with groups and individuals
- Is proactive and not reactive to situations
- Can expand and develop a top tier career and vocational opportunities for students
- Will establish positive relationships with staff and associations
- Will develop strategies for addressing major needs of upgrade to facilities
- Understands the need to maintain the fiscal solvency of the district and be resourceful with funds and acquiring grants
- Will strengthen the work of the governance team and work effectively with the board
- Has a record of success in developing partnerships with businesses, non-profits, community groups and higher education
- Possesses excellent communication skills (listening, speaking and writing)
- Has a record of success in establishing high expectations for students while providing multiple pathways for students
- Has identified and implemented effective strategies for hiring and retaining a high-quality staff
- Can discover and access community resources
- Lead the district while upholding the district's traditional values

PERSONAL PROFILE

Sierra Unified School District seeks a superintendent who:

- Is able to inspire, motivate, and challenge everyone connected with the schools
- Has a high degree of integrity and honesty and will model ethical behaviors as expected of students and staff
- Has a collaborative, transparent leadership style that recognizes the importance of teamwork
- Values the important role the arts, music and athletics play in supporting the acquisition of knowledge and skills and keeping students engaged in learning
- Is approachable and knows the importance of being visible at school sites and community events
- Is passionate and compassionate

- Takes initiative
- Puts students first
- Is respectful
- Can build relationships
- Is open minded

DESIRED EDUCATION/EXPERIENCE

- Masters degree or higher with a record of continuous learning
- Teacher, principal, district office, and superintendent experience desirable
- Holds a California Administrative Credential or is eligible

SELECTION PROCESS

The Board of Education has retained Consultant Juan Garza 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. A multi-year contract will be considered.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of application
- A fully completed application form
- A resume
- Three letters of recommendation

All materials will be acknowledged and treated confidentially

THE DISTRICT

Sierra Unified School District (SUSD), located in the eastern Fresno County foothills serves over 1,300 students in grades TK-12. Sierra Unified is a rural school district located approximately 35 miles northeast of Fresno and covers a region of approximately 2,000 square miles. Within the District boundaries lie three Native American Rancherias with direct ancestral ties to the Native American Mono Tribe. Included are Table Mountain Rancheria, Big Sandy Rancheria and Cold Springs Rancheria, each with their own rich, cultural heritage.

Some of Sierra's greatest features include a 200-acre school farm, an extended learning program for students K-12, dual enrollment offerings and an MTSS-structure that addresses student's social emotional health as well as their academic performance.

Sierra Unified has three campuses and two online school options to meet the educational needs of district families. These include; Foothill Elementary School (TK-6), Sierra Junior High School (7-8), Sierra High School (9-12). Additionally, the Alternative Education Center provides opportunities at Sierra Alternative High School (9-12), Sierra@Home Elementary (K-5), Sierra@Home Secondary (6-12) and Black Mountain Adult School.

The Sierra@Home schools offer parent-choice for an online platform of education and instruction. Sierra Junior and Senior High Schools share facilities, administration and many staff members to serve the 7-12 grade population. In 2020-2021, WASC accreditation was awarded to Sierra High School, Sierra Alternative High School, Black Mountain Adult School and Sierra@Home.

The District's student enrollment in the 2020-2021 school year included: 60.9% White, 18.7% Hispanic, 14.4% American Indian and 5.6% other. The student population includes 86.89% Socioeconomically Disadvantaged, this number reflects a significant increase as a result of temporary and long-term displacement due to the Creek Fire in September 2020. 13.9% Students with Disabilities, 0.91% English Learners and 17.35% Homeless and Foster Youth.

The vision of Sierra Unified is to be an exemplary student-focused school district that is highly regarded for the competence and character of our students, the rich connection to our mountain community, and the excellence of our people, programs and learning environment. The achievement of this vision is facilitated by the district's mission to inspire, engage, challenge, and support all students to reach their highest level of learning and personal development.

THE COMMUNITY

Sierra Unified School District is located in a beautiful valley between the Fresno County foothill communities of Tollhouse, Prather and Auberry, approximately 35 miles from downtown Fresno with access by way of Highway 168 or rural Auberry Road. Business and industry is largely made up of public utilities, the U.S. Forest Service, the state division of forestry, logging, ranching and outdoor recreation. Many outdoor enthusiasts reside in the district while even more come up off the valley floor to rest and play in the mountains. The rural nature of this community has historically put the schools at the center of the community much like a hub of socialization at school music and drama productions, athletic events and hosting community youth groups and athletic leagues or the local Craft Fair. It is not uncommon for our campuses to be busy with activity 6-7 days a week.

THE BOARD OF EDUCATION

Cortney Burke, President
Ben Kimbler, Vice President
James Hoak, Clerk
Carolyn Capps, Member
Ginger Cardoza, Member
Wes Qualls, Member
Connie Schlaefer, Member

Sierra Unified School District is an equal-opportunity employer.

APPLICATION PROCESS

To request application materials for the Sierra Unified School District Superintendent position visit www.leadershipassociates.org/active-searches and select Sierra Unified School District.

For other inquires contact Penny Pyle, Executive Assistant, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. April 19, 2024

**Consultant:
Juan Garza**

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