

## PROFESSIONAL SKILLS AND ABILITIES

- Has a commitment to academic excellence and a clear vision for education that maintains a focus on improving student performance
- Has a working knowledge of LCFF and LCAP development
- Has the ability to work effectively with the Board and to provide the Board with relevant, timely and accurate information, alternatives and recommendations that allow them to make informed decisions in a timely manner
- Has demonstrated the ability to manage the district's finances, facilities and resources in a responsible manner as well as the ability to seek and find new funding sources
- Has excellent knowledge of 9 - 12 curriculum and understands current education theory, instructional techniques, curricular expectations as well as laws and regulations at the State and Federal levels
- Understands and supports a balanced curriculum with an interest in maintaining and developing high quality CTE, as well as the visual and performing arts
- Demonstrates an understanding of collective bargaining and the ability to create a positive climate in employer/employee relations
- Can successfully pursue and develop close working relationships with public agencies in joint projects and community partnerships to provide additional resources and programs to the school district
- Has knowledge and expertise in Alternative Education Programs

## Application Procedures

Each applicant is requested to follow the procedures listed. All applications will be held strictly confidential. Those applicants wishing additional information should contact the Board Advisor-Mike Crass, 209-761-2839.

Applications must be submitted **online** to:

### **DLAssoc.com**

South Monterey County Joint Union High School District  
c/o Mike Crass, Advisor  
Dave Long Executive Search Services

## Application Procedures, con't

All applicants must provide the following items by the closing date of **Tuesday, Feb. 28, 2017 (5:00 p.m.)**

- A completed application form
- A personal letter of interest for the position
- A resume providing biographical information about educational preparation, experience and achievements
- A placement file and/or five current letters of professional references describing the applicants performance in previously held positions

## Selection Procedure

A professional screening committee will evaluate the qualifications of each applicant. The Board and the screening committee will use the described criteria during the screening, interviewing and final decision making process. After receiving the report of the committee, the Board will select and interview the top candidates. The Board will then select and invite candidates for the final interviews, conduct the interviews and select the Superintendent. Any applicant who contacts a Board member will be disqualified. Travel expenses for those candidates selected for the initial interview will be the responsibility of the candidate.

## Salary and Contract Terms

Competitive and negotiable

## Board of Education

	Term Expires
Paulette Bumbalough, President	2018
David Gaboni, Clerk	2020
Joe Santibanez	2020
Leslie Girard	2018
Paul Dake	2018

## Applications Close

**Tuesday, February 28, 2017 (5:00 p.m.)**

**Interviews tentatively scheduled for March 18 & 19, 2017**



**Executive Search Services**

**SOUTH MONTEREY**  
COUNTY JOINT UNION HIGH SCHOOL DISTRICT

*is seeking a*

**SUPERINTENDENT**



## The Position

The Board of Trustees of the South Monterey County Joint Union High School District is seeking a superintendent with strong district and community leadership skills who is committed to academic excellence for all students. The ideal candidate will be someone who is an excellent leader with exceptional communication skills. The superintendent must be a "generalist" with experience in all areas of district and school administration, including instruction, finance, budget, personnel and Special Education.

## The Community & District History

The South Monterey County Joint Union High School District is located in the Salinas Valley between the Santa Lucia and Gabilan Mountain Ranges known as the "Gateway to Monterey County." It is an area with a rich agricultural history, King City was incorporated in 1911 and Greenfield in 1947. The school district is a joint union school district serving the communities of southern Monterey County and portions of San Benito County. The economy of this area is predominately agricultural with most business and employment opportunities being tied to the agriculture industry. Agriculture is the dominant industry. Thirty-eight (38%) percent of the population is employed by the agricultural sector, followed by other major employers: including education, manufacturing, and retail trade. Agriculture contributes over \$4.38 billion per year to Monterey County's economic output.

The ethnicity of the student body is primarily Hispanic (89%) and White/Non-Hispanic (11%) and supports over 500 English Language Learners.

The South Monterey County Joint Union High School District serves the communities of Greenfield, King City, Bradley, Bitterwater, San Antonio, San Ardo and San Lucas, The school district serves students in two comprehensive high schools: Greenfield and King City High; one continuation school: Portola-Butler; one district charter independent study program: Pinnacle Academy Charter, and an adult school.

## The Community & District History, con't

Greenfield High School opened its doors in 1999 and currently has approximately 1153 students. The school is surrounded by grape vineyards, fields, small businesses and residential housing. As of 2016 the student population was .9% Filipino, 93.21% Hispanic, .35% African American, 1.5% white/non-Hispanic and .2% other. 9% are students with disabilities, 28% are English Learners and 81% are socioeconomically disadvantaged.

The City of Greenfield has a population of 17,000 and is located in the heart of California's Salinas Valley, approximately 135 miles south of San Francisco and 14 miles north of King City. It is centered in one of the most productive agricultural areas in the world. Over 2 billion dollars of fruit and vegetables are produced and shipped annually.

King City High School, which opened in 1911, currently has 1034 students. The ethnicity of the student body is Hispanic 86%, white 9% and 5% other. English Learners comprise 18% of the school population, students with disabilities 17%, socioeconomically disadvantaged 78%.

King City has a population of approximately 18,000 people and is located in the southern Salinas Valley. King City provides easy access to many beautiful areas of California including Pinnacles National Park. Like Greenfield, King City is in the center of a thriving agricultural region made famous by the writings of John Steinbeck.



The Board of Education is seeking a highly qualified candidate to be the Superintendent of the district who understands the needs of a diverse community and is committed to giving all students every opportunity to demonstrate excellence.

The district's budget is approximately 26 million dollars. The district has operated under State Oversight since 2009 due to finances. The governing powers were restored in July of 2016. State Superintendent of Public Instruction, Tom Torlakson said, "working with the Board, Staff and Community, Dr. Daniel Moirao, the current superintendent and former State Administrator, has successfully returned the District to fiscal solvency and improved academic achievement." Graduation rates have increased 20% from 72% to 95% in 2016.

## Selection Criteria

The following criterion represents standards which will be used in the evaluation of the applications and in the selection of the superintendent.

### PROFESSIONAL EXPERIENCE AND PREPARATION

- Master's degree and administrative credential required
- Superintendent experience desired
- Some district level experience required
- Principal experience required
- High School teaching experience required
- Bilingual ability desirable

### PERSONAL CHARACTERISTICS

- Has integrity; is honest, fair and trustworthy
- Is accessible and easily approachable; has an open door policy
- Is a people person with strong public and human relation skills and a sense of humor
- Is a decisive leader who can make sound and tough decisions in the best interest of students, holds firm and follows through
- Has excellent communication and listening skills; relates to people at all levels
- Is highly visible and active in the community, schools, work-sites; is committed to becoming part of the rural community the school district serves
- Possesses the ability to assign responsibility, delegate authority; insist on personal and staff accountability; and recognizes exceptional performance
- Has a high level of energy, enthusiasm and motivation; has a strong work ethic and professional demeanor
- Is sensitive and responsive to the educational needs and concerns of English Learners and the cultural diversity in the community
- Is a creative and innovative leader who has the courage to deal with difficult issues and remain focused and positive in stressful situations
- Is committed to team work with the district office staff and school sites