

## PERSONAL CHARACTERISTICS, CON'T

- Demonstrate courage to make recommendations, and when necessary, unpopular decisions in the best interests of students
- Represent the district to the local community and become an integral part of that community
- Promote the concept that all children have identifiable talents/skills which will be reflected in the district's educational program

## Application Procedures

All applications will be held strictly confidential. Each applicant is required to follow the procedures listed below. Those applicants wishing additional information should contact the **Board Adviser Gerrie Fausett at 805.331.4287.**

**Applications must be submitted on-line to:  
DLAssoc.com  
Auburn Union School District  
c/o Gerrie Fausett**

**Dave Long & Associates, Executive Search Services**

All applicants must provide the following items by the closing date of **March 15, 2019, at 5:00 p.m.** to be considered:

- A completed Application Information Form. (Please complete as instructed; do not complete by stating "See attached resume". The Application Information Form and brochure may be downloaded via Dave Long & Associates web page at DLAssoc.com
- A personal letter of application stating reasons for interest in the Auburn Union School District superintendent position.
- A resume providing biographical background information about educational preparation, experience and achievements.
- A placement file and/or five (5) current letters of professional references describing the applicant's performance in previously held positions.

**It is the applicant's responsibility to have all of the above items submitted online to the DLAssoc.com website not later than 5:00 PM, on March 15, 2019.**

## 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 and studying the report of the professional screeners, the Board will select and interview a select number of top candidates.

The Board will select candidates for the final interviews, conduct the interviews and select a finalist. Any applicant who contacts a Board Member with the intent of influencing the Board's decision will be disqualified. Travel expenses for those candidates selected for the initial interview will be the responsibility of the candidate.

## Salary and Contract Terms

The Board of Trustees of the Auburn Union School District will offer a multi-year contract with a competitive and negotiable salary, plus fringe benefits to the successful candidate, based on the individual's experience and qualifications. It is the candidate's responsibility to provide the District with employment eligibility and verification of citizenship in compliance with the Immigration Reform and Control Act.

## Board of Trustees

|                         | Term Expires |
|-------------------------|--------------|
| Michelle Sierra-Sammons | 2022         |
| Woody Hoffmann          | 2020         |
| Julann Brown            | 2022         |
| Debbie Goodrich         | 2022         |
| Lashaun Byer            | 2020         |

**Applications Close  
March 15, 2019 (5:00 p.m.)**



**Executive Search Services**

*An invitation to apply for  
the position of*

# DISTRICT SUPERINTENDENT



**AUBURN**  
Union School District

*We stand together to place  
each child at the heart of  
every decision*

# AUBURN UNION SCHOOL DISTRICT

## The District

Auburn Union School District serves 1,725 students in preschool through eighth grade at four elementary schools (Alta Vista Community Charter, Auburn Elementary, Rock Creek Elementary and Skyridge Elementary) and E.V. Cain Middle School. The District currently employs 127 certificated and 111 classified staff and operates with a total budget of over \$19,000,000. The District has made significant strides in student achievement in the last few years due to a hard-working staff and the focus of the Board of Trustees strategic planning process.

### AUBURN UNION SCHOOL DISTRICT SOCIO-ECONOMIC INDICATORS:

| SCHOOL                       | ENROLLMENT | %FREE/REDUCED LUNCH |
|------------------------------|------------|---------------------|
| Alta Vista Community Charter | 140        | 43%                 |
| Auburn Elementary            | 378        | 51%                 |
| Rock Creek School            | 271        | 94%                 |
| Skyridge Elementary          | 381        | 46%                 |
| E.V. Cain Middle School      | 701        | 54%                 |

## The Community

Rich in California Gold Rush history, Auburn is nestled in the foothills of the Sierra Nevada Mountains and is ideally situated to offer accessibility to big city amenities and to recreational opportunities as well. Located only 30 miles from Sacramento, locals are two hours from San Francisco and very near snow skiing and water sports in Squaw Valley and Lake Tahoe. The surrounding recreation areas make Auburn a destination for endurance athletes of all levels and interests. Many come to compete in endurance competitions that are well established and internationally famous. Auburn offers a friendly atmosphere with the heart and hospitality of a small California community.

## The Position

The Board of Trustees of the Auburn Union School District announces an opening for the position of District Superintendent and invites well-qualified educators to apply. The Trustees are seeking a strong leader with experience in all areas of district and school administration (finance, academic instruction, personnel and special education). This small district is looking for an individual with excellent communication skills who will have a commitment to the community and its children. The candidate will assume leadership of the District effective on or before July 1, 2019.

## Selection Criteria

The following criteria represent standards to be used in the evaluation of applicants and in the selection of the superintendent:

### PROFESSIONAL PREPARATION

- Appropriate administrative credential to serve as superintendent of a K-8 school district
- An earned Master's Degree from an accredited college or university
- Experience as a classroom teacher
- Experience as a site level administrator
- Experience as a district level administrator desirable
- An earned Doctorate Degree from an accredited college or university desirable

### EXPERIENCE

- Record of identifying successful academic initiatives within a district, supporting them and, if necessary, refining/improving them
- Record of involvement in positive, cooperative staff relations
- Demonstrated success in developing or refining curriculum and instructional strategies using staff talents and skills
- Record of being a highly visible educational leader within the school district and community
- Has been successful in utilizing community resources to assist and support the work of teachers and staff

### EXPERIENCE , CON'T

- Demonstrated ability to provide effective visionary leadership to focus human and material resources towards the primary goal of quality education for all students
- Understands special education and the programs needed for student success
- Familiar with declining enrollment and the strategies for managing that process
- Demonstrated understanding and actions in maintaining district solvency
- Developed and maintained productive Board/Superintendent/Staff relations with honest, two way communication
- Understands and works effectively with culturally and economically diverse populations
- Knows Common Core Standards and 21st Century teaching and learning strategies
- Has effectively guided others through the LCFF and LCAP process resulting in successful implementation
- Familiar with California Education Code and charter school law

### PERSONAL CHARACTERISTICS

- Ability to communicate in a straightforward and sensitive manner with members of the local community and school district in both written and oral expression
- Listen to and be open to new ideas and divergent opinions in order to secure meaningful involvement of staff and community in the improvement of the educational program
- Develop trust and collaboration between various groups within the district and community
- Demonstrate honesty and openness with a strong sense of confidence in oneself and others
- Recognize the importance of keeping the Board informed and knowledgeable regarding issues
- Provide the Board with recommended solutions to facilitate their decision making process
- Understand that change is vital in any organization and that change can best take place when those affected by that change are actively involved in the process