

Application Procedures

All applications will be held strictly confidential. Each applicant is requested to follow the procedures listed below. Those applicants wishing additional information should contact the board consultants:

Dr. Wendell Chun at (209) 613-2409 or

Dr. Elaine Collins at (707) 254-9320

Applications must be submitted **online** to:

DLAssoc.com

Natomas Unified School District

c/o Dr. Wendell Chun and Dr. Elaine Collins, Consultants

Dave Long and Associates, Executive Search Services

31500 Grape Street, Ste. 3, #412

Lake Elsinore, CA 92532-9702

All applicants must provide the following items by the closing date, **Friday, March 31, 2010 (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 completed via Dave Long and Associates web page at DLAssoc.com.
- A personal letter of application stating reasons for interest in the Natomas Unified 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 submit placement papers or reference letters **online** by the **Friday, March 31, 2010 (5:00 p.m.)** deadline.

Selection Procedure

A professional screening committee of respected educational leaders 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.

Selection Procedure, con't

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 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 Natomas Unified School District Board of Education will offer a multi-year contract of employment with a salary that is competitive and negotiable based on the qualifications and experience of the successful candidate, plus fringe benefits.

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. The finalist will also be required to provide the district with certified transcripts that verify attainment of academic degrees and proof of appropriate credentials.

Board of Education

	Term Expires
B. Teri Burns, President	2010
Susan Heredia, Vice President	2012
Jules Tran, Member	2012
Lisa Kaplan, Member	2010
Bruce Roberts	2012

Applications Close

Friday, March 31, 2010 (5:00 p.m.)

Interviews are tentatively scheduled for April 23, 24, and 25, 2010.



Executive Search Services

Natomas Unified School District

is seeking a
Superintendent



Sacramento County, California

The Position

The Board of Trustees of Natomas Unified School District invites qualified, successful leaders to apply for the position of district superintendent.

The ideal candidate will be someone who is a strong leader with excellent communications and interpersonal skills. The board is seeking a dynamic, innovative, and creative leader who has a successful track record of improving student achievement and closing the achievement gap.

The successful candidate will also be someone committed to becoming part of the Natomas community and being highly visible and involved in the Natomas community and schools. The superintendent must be culturally competent, embrace diversity, and be sensitive and responsive to the diversity in the district.

The Community

Natomas Unified School District is located just minutes north of downtown Sacramento and the State Capitol in California's Central Valley. Sacramento is the seventh largest city in California and has been cited as one of the ten "most livable" regions in America. It is bounded by the Sierra Nevada Mountains to the east and the San Francisco Bay area to the west. The climate is mild and pleasant. There are numerous recreational, cultural, and civic activities year round within driving distance. The Arco Arena, home court to the Sacramento Kings, is located in Natomas. Sacramento International Airport is within the bounds of the Natomas area.

California State University, Sacramento, is the major local university. Numerous other higher education institutions are in the area, including a University of Phoenix campus in Natomas. In addition, the University of California, Davis, is located 15 miles west of the capital. The UC Davis Medical Center, a world-renowned research hospital, is located in the city of Sacramento.

The District

The Natomas Unified school district became a unified district in 1992. Natomas USD serves 10,519 students. The district's 17 schools include 7 elementary schools, a K-8 school, 2 middle schools, 2 high schools, and a continuation high school. There are also 4 charter schools within the district boundaries. Total enrollment including charter schools is 12,188 students. The district's annual general fund budget is approximately \$80 million. The district currently employs 545 certificated staff and 427 classified staff.

According to a New York Times study completed in 2009, Natomas USD is the second most diverse school district in the United States. The district is proud of its diversity and programs that unify the community and school district. Student enrollment includes approximately 27.5% Hispanic, 25.5% African American, 21.5% Caucasian, 13.2% Asian, 9% American Indian or Alaska Native, 6.7% Filipino, and 2.8% Other.

The district's Academic Performance Index score is 730. Three schools have scored above the state target goal of 800. Bannon Creek Elementary is a California Distinguished School, and 2 others have qualified for application. Discovery High School is a California Model Continuation HS.

School facilities are among the most modern in the state. The Board of Trustees was one of the first in the state to pass a resolution to build more green schools. A commitment to building technologically green campuses has provided energy-efficient campuses and reflects the district pledge to provide the best learning environment for students. The district has received numerous awards for its clean environment, improved air quality, and eco-friendly programs.

Selection Criteria

The following criteria represent standards that will be used in the evaluation of applications and in the selection of the superintendent.

Professional Experience and Preparation

- Masters degree and administrative credential required
- Superintendent experience preferred
- Associate/Assistant Superintendent or other district office experience required
- Principal or other site administrative experience required
- Classroom teaching experience required
- Bilingual ability desirable

Personal Characteristics

- Has high integrity and is honest, transparent, fair, and trustworthy
- Is accessible and easily approachable and has an "open door" policy
- Has a collaborative management style, is a team builder, and has sense of humor
- Is a decisive leader who makes sound, difficult decisions in the best interests of students, holds firm, and follows through

- Has excellent communications and listening skills and relates to people at all levels
- Has high expectations for self and others, accepts responsibility, insists on personal and staff accountability, and recognizes exceptional performance
- Has a high level of energy, enthusiasm, and motivation, a passion for educating children, with a strong work ethic and highly professional demeanor
- Is culturally competent, embraces diversity, and is sensitive and responsive to the cultural diversity in the community
- Is a creative and innovative leader and a problem solver who is an "out of the box" thinker with the courage to deal with difficult issues and remain focused, poised, and positive in stressful situations
- Is committed to being highly visible in the district, school sites, and Natomas community

Professional Skills and Abilities

- Is a strong leader with a vision of where the district might go and what the district might become; has the ability to articulate that vision, incorporate other points of view, and to decisively lead the district
- Has the ability to work effectively with the Board and provide the Board with relevant, timely, and accurate information, alternatives, and recommendations to make informed decisions in a timely manner
- Is an instructional leader who has a commitment to academic excellence and a clear vision for education that maintains a focus on improving student performance
- Has excellent knowledge of K-12 curriculum and understands current education theory, "best practices" instructional techniques, curricular expectations, and laws and regulations at the state and federal levels
- Has experience in working with schools in Program Improvement status and success in improving student achievement and closing the achievement gap
- Has excellent fiscal management skills and a thorough knowledge of school finance and budgeting at the federal, state, district, and school site levels
- Has the proven ability to select, lead, mentor, support, and retain highly qualified staff
- Has a successful track record of working with community and parent groups in supporting the school district
- Demonstrates an understanding of collective bargaining and the ability to create a positive climate in employer/employee relations
- Has knowledge and expertise and supports working with Charter School programs
- Has successful record of implementing positive change