

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 adviser: Barry E. Reed at 916.212.9905. Applications must be submitted on-line to: DLAssoc.com Colusa Unified School District c/o Barry E. Reed

All applicants must provide the following items by the closing date, January 30, 2012 (5:00 p.m.), to be considered:

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

It is the applicant's responsibility to arrange to have placement papers or reference letters forwarded in time to meet the January 30 (5:00pm) deadline.

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 screening committee, the board will select and interview the top candidates on March 1 and 2, 2012. The board will then select multiple candidates as finalists to be interviewed by a board appointed Superintendent Selection Advisory Committee (SSAC). The SSAC will report strengths and weaknesses to the board. The board will then conduct final interviews and select the superintendent. Any applicant who contacts a member of the board with the intent of influencing the board's decision will be disqualified.

Travel expenses for those candidates selected for interviews will be the responsibility of the candidate.

Salary and Contract Terms

The Colusa Unified School District Board of Trustees will offer the successful candidate a salary that is competitive and negotiable based on that individual's experience and qualifications, including a multi-year contract.

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.

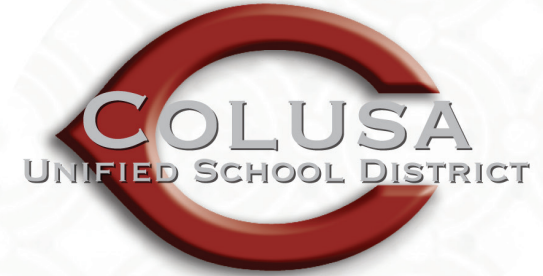
Board of Education

	Term Expires
Donald Bransford, Board President	12-2014
Charles Yerxa, Member	12-2014
Cindy Steidlmayer, Member	12-2012
Lincoln Forry, Board Clerk	12-2012
Terry Bressler, Member	12-2012

Applications Close
January 30, 2012 (5:00 p.m.)



Executive Search Services



is seeking a

SUPERINTENDENT

Colusa County, California

An Invitation to Lead

We, the Board of Trustees of the Colusa Unified School District, are eagerly seeking an experienced and visionary leader for our school district. We are excited by what is happening educationally within our district. We have great opportunities for an educational administrator with a passion for public education and the students we serve. Our new superintendent will need to embrace our community and our culture and join us in our continuing quest for excellence.

The Position

Our ideal candidate must possess exceptional interpersonal skills in communication and have an inclusive management style that welcomes and encourages participation and involvement. A strong understanding of curriculum and instruction is essential. This individual will also supervise the Independent Study Program. The ability to manage a dynamic organization and foster excellence in all areas of administration is necessary for this position. The ideal candidate must also understand the unique challenges of our school district. The Board of Trustees is committed to working effectively with the superintendent to foster and maintain a strong governance team.

The District

We are committed to having quality leadership and stable governance. We are proud of our students and recognize their potential. We work diligently to provide them with programs that meet their academic needs. Our teachers, support staff, and administration work cooperatively and collaboratively to accomplish our mission and our goals.

There are approximately 1,400 students in the Colusa Unified School District. The ethnicity of the students has been changing for several years. Approximately 29% of the students are English Language Learners. The District is comprised of one high school, two elementary schools (K-3 and 4-8), a continuation high school, and an independent study program to accommodate students from kindergarten through twelfth grade. An elected five member Board of Trustees governs the organization, operation, plans and procedures of the district.

In Colusa, there is a belief that “each student is important and that he/she should strive for excellence in developing intellectually, morally, culturally and physically”. The Board of Trustees strongly believes that a quality, well-rounded education is essential in today’s modern society. To that end, the District provides learning experiences based upon state curriculum standards and framework guidelines.

The staff as well as students are encouraged and given the opportunity to become involved in the development of programs for curriculum and work on instructional improvement. Community participation is very important, and the District welcomes the involvement of parents and other members of the community.

The District, con’t

The new leader should have successful experiences involving all segments of the community in the schools.

While facing the challenges of declining enrollment, we work to create and perpetuate a climate that supports open and continuous communication between staff, students, parents and the community. Trusting relationships have been established throughout the district and the board desires the new leader to continue strengthening those relationships.

Student Goals: 1) Accept individual role and responsibilities; 2) Be proficient in the basic subjects; 3) Set high personal standards; 4) Make independent decisions based on logic, personal beliefs and moral judgments; and 5) Know and understand self in relationship to occupational aspirations.

The Community

The city of Colusa is an historic Northern California town situated on a bend in the Sacramento River approximately 65 miles north of Sacramento and was founded in 1868. Its picturesque setting is enhanced by wide tree shaded streets, century old Victorian homes, a temperate climate and a number of historical landmarks, including the stately courthouse, which has the distinction of being the second oldest in active use.

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

- Appropriate administrative credentials and academic training to meet the demands of the position.
- Experience as a classroom teacher is desirable.
- Current or recent experience serving in an administrative position as a superintendent, site principal or as a district office administrator is highly desirable.
- Master’s degree required.

Personal Characteristics

The successful candidate will:

- Possess the qualities of personal integrity, honesty, courage and forthrightness in dealing with staff, parents, students, community, and the board.
- Possess a record of openness and transparency.
- Possess a willingness to participate in the community to obtain its respect, secure its cooperation, and lead in its effort to improve the quality of education.
- Be a strong leader that possesses a good sense of humor.
- Hold high expectations for self, staff, and students.

Personal Characteristics, con’t

- Demonstrate an appreciation for learning by being a life-long learner.
- Develop trusting relationships throughout the system by holding people accountable, yet recognizing and celebrating success and excellence.
- Be willing to work with all stakeholders to develop a clear vision for the future of the district.
- Possess a visible and active style that promotes accessibility and availability.

Professional Skills and Abilities

The successful candidate will:

- Have excellent communication skills – both oral and written – and a record of effective communication with staff, board, and community.
- Communicate regularly and openly with all segments of the schools and the community, while being visible in the schools and community.
- Be an accessible, active listener with a commitment to the district and the area.
- Have been involved in or led a district in developing a successful, comprehensive long-term plan.
- Have a history of involving stakeholders in key decisions of the district.
- Have the ability to make difficult decisions in the best interests of students.
- Have strong curriculum leadership skills to develop, implement, and evaluate current educational theory and instructional techniques to enhance the instructional program.
- Promote community involvement in all aspects of the educational program.
- Recognize the importance of extra-curricular programs and the role they play in student and community life.
- Demonstrate the ability to manage the district’s finances and resources in a responsible manner, as well as the ability to seek and find new funding sources.
- Seek and value the potential in others and promote and empower staff at all levels.
- Have a reputation as a leader who follows through.