

Application Procedures

All applications will be held strictly confidential. Each applicant is required to follow the procedures listed below. Those applicants wishing additional information may contact the DLA Advisors, **Joe Condon 310-901-3749 or Gary Rutherford 760-578-2096.**

All applicants must provide the following items by the closing date of **July 3, 2017 (5:00 PM)** 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 that includes reasons for interest in the Redlands Unified School District superintendent position.
- A resume' 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 have all of the above items submitted online to the DLAssoc.com website not later than 5:00 PM, on July 3, 2017.

Selection Procedure

A professional screening committee will evaluate the qualifications of each applicant. The Board and the screening committee will use the established criteria during the screening, interviewing, and final decision-making process. After receiving and studying the report of the professional advisors, 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 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.

Important Dates Guiding the Selection Process

Early June	Application window opens
July 3, 5:00 PM	Deadline for submission of completed applications
August 10 & 11	Board interviews finalists in closed session
August 15	Representatives of the Board visit final candidate's workplace
August 22	Action to approve superintendent's employment agreement placed on the agenda at the Board of Education's regular meeting
To be determined	New superintendent reports to work

Salary and Contract Terms

The RUSD Board of Education will offer a competitive and negotiable salary, plus fringe benefits, to the successful candidate based on the individual's experience and qualifications. The Board intends to offer 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 Trustees

	Term Expires
Donna West, President	November 2018
Patty Holohan, Vice President	November 2018
Jim O'Neill, Clerk	November 2020
Cristina Puraci, Member	November 2020
Alex Vara, Member	November 2020

Applications Close

July 3rd, 2017 (5:00 p.m.)



Executive Search Services



is seeking a

SUPERINTENDENT

The Position

The Board of Trustees of the Redlands Unified School District is seeking an experienced, respected, and visionary leader as superintendent. This individual will possess intellectual, diplomatic, and interpersonal skills that promote authentic and productive interactions with a wide array of internal and external stakeholder groups. Highly visible in the community, the superintendent will actively engage in district and regional events, serving as a proud and articulate voice promoting the school district and its accomplishments. The successful candidate will be skilled in building and strengthening partnerships and coalitions with higher education, community, business, and governmental agencies, bringing a rich array of services to our students and families. It is essential to possess a collaborative and inclusive leadership style that honors, respects and encourages the contributions of all stakeholders, including employees and their professional associations. The superintendent will have an established track record of success in all areas of district and school oversight, including curriculum and instruction, classroom teaching, finance, facilities, human resources, and special education. We are seeking a forward-looking and progressive superintendent who will value our past and present achievements, while leading boldly into the future.

The Community & District History

The Redlands Unified School District, located at the base of the San Bernardino Mountains, covers an area of 147 square miles and includes the communities of Redlands, Loma Linda, Mentone, Forest Falls, and parts of Highland and San Bernardino. Historically, the area was a prime citrus growing region. Established in 1891, Redlands High School was the single comprehensive high school in the Redlands Unified School District for over 100 years, until the opening of Redlands East Valley High School in 1997 and Citrus Valley High School in 2009. RUSD is ideally located within a short drive of ski slopes in the San Bernardino Mountains and the desert resorts of the Palm Springs area.

The Redlands Unified School District enrolls just over 21,000 students who attend one of 26 schools. The District has 16 elementary schools, 4 middle schools, 3 comprehensive high schools, as well as one alternative high school, an on-line academy, and an adult education school. Redlands USD has established itself as a school district focused on high academic achievement and excellence for each student making up its diverse population.

The Community & District History, con't

With an operating budget approaching \$220 million, the District is well established as an outstanding place to attend school and work. RUSD is a district focused on student achievement with distinctive programs and collaborations that have brought positive recognition to the District and success to its students. The District is proud of major programs including the Academic Case Carrier Program, the Redlands Ready Commitment that includes guaranteed enrollment in area universities, and AVID school sites of distinction. In addition, the District's LCFF/LCAP process and outcomes have been recognized for authentically involving constituents, resulting in unique and effective programs for students.

Educational Foundation

The Redlands Educational Partnership Foundation (REPF) is an independent 501c-3 and information may be found at www.rep4schools.com.

Redlands Unified School District Socio-Economic Indicators

District Enrollment	Ethnic Data	% Free/Reduced	English Learners
21,157 (2016-17)	48.2% Hispanic/Latino 29.4% Caucasian 10.2% Asian 7.4% African American 4.4% Multi 3.1% Filipino .8% American Indian .7% Pacific Islander	56% LCAP Unduplicated Count = 58.2%	1,629

Selection Criteria

The following criteria will be used in the screening of applicants and in the ultimate selection of the superintendent:

Professional Experience and Preparation

- A proven track record of success as a teacher, site administrator, and district level administrator is required
- Executive experience as a superintendent or cabinet level administrator (assistant/deputy superintendent) is required

Personal Skills and Abilities

- Supports the uniqueness of each school and its instructional services to students while holding sites accountable for the achievement of common goals
- Knows and/or will be able to quickly learn and embrace the rich history, culture, traditions and values of the community and district before considering significant changes
- Demonstrates high integrity and is forthright, transparent and trustworthy in all dealings
- A "people person" who is approachable and accessible; possessing empathetic listening skills and effective communication with all stakeholders
- Models an inclusive, collaborative, consensus-building and confident leadership style
- Treats all people fairly, with dignity and respect
- Highly visible and active in the community, schools, and worksites
- Open to divergent opinions and able to secure the thoughtful and meaningful involvement of staff, parents and community
- A team builder who recognizes the abilities and contributions of a diverse array of internal and external stakeholders
- Inspires a sense of hope, belonging, worth and competence among all within the superintendent's sphere of influence
- Frames all decisions in what's best for students

Board Relationships

- Able to work effectively with the Governing Board to foster a common vision and shared commitment, maintain a strong governance team structure, and establish positive and effective board/superintendent relationships