

Professional Skills and Abilities con't

- Demonstrates an appreciation for learning by being a life long learner
- Is a creative problem solver who has the courage to do what is right for kids
- Has successful experiences working with districts in declining enrollment

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 adviser:

Mr. Barry Reed at 916-212-9905

Applications must be submitted **online** to:

DLAssoc.com

Mother Lode Union School District

c/o Barry E. Reed, Adviser

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 26, 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 Mother Lode 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
- A photo copy of academic degrees and administrative credential(s)

It is the applicant's responsibility to submit placement papers or reference letters **online** by the **Friday, March 26, 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 and studying the report of the screening committee, the board will select and interview the top candidates. The board will then select candidates invited back for a second round of interviews, interview the finalists and make a selection.

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 the initial interview will be the responsibility of the candidate.

Salary and Contract Terms

The Mother Lode Union School District Board of Education will offer a multi-year contract with a salary that is competitive and negotiable to the successful candidate, based on that individual's experience and qualifications.

If you are offered the position you will be asked to provide the district with certified transcripts that verify your academic degrees and proof of your administrative credential(s). 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
Ms. Davia Weiner, President	2012
Mr. John Parker, Clerk	2010
Mr. Eric Holm, Member	2010
Mr. Shaun Verner, Member	2012
Ms. Karen Jones, Member	2010

Applications Close

Friday, March 26, 2010 (5:00 p.m.)



Executive Search Services

Mother Lode Union School District

is seeking a

Superintendent



El Dorado County, California

The Position

The Governing Board of the Mother Lode Union School District is seeking a successful experienced leader to assume the position of Superintendent. This individual will have a record of openness and transparency. This individual should have demonstrated success working effectively with all stakeholders to achieve the goals of the district. The successful candidate will have had a variety of educational experiences at many levels and is willing to become an active member of the community. We are looking for a leader to help us continue our tradition of academic excellence and take us to the next level.

The Community

The natural beauty of the Sierra Nevada foothills and history steeped in gold rush lore surround the Mother Lode Union School District. Stretching from the foothills above the Sacramento Valley through rugged mountains to Lake Tahoe, the “Golden Country” of California has a terrain as diverse as its population. The pioneering spirit that drew the gold seekers of yesterday still thrives among our schools and businesses.

Whitewater rafting, hiking, swimming, picnicking, gold panning, fishing and camping fill the spring and summer months in El Dorado County. The beautiful Sierra Nevada mountain range welcomes winter visitors with pure snow sporting pleasure.

The community has a population of approximately 10,000 which is dispersed in quiet neighborhoods and rural foothill settings amid oaks and conifers.

Mother Lode Union School District is located 45 miles from Sacramento, travel time to Lake Tahoe is an hour and San Francisco is approximately two hours by car.

The District

The mission of the Mother Lode Union School District is to: focus on quality standards, provide the highest quality educational opportunities, and afford the opportunity for all schools to attain Distinguished and High Performing School status which will allow all students to achieve their maximum potential.

The Mother Lode USD has a strong academic and creative environment found at all of the district’s schools. From the primary grades through eighth-grade graduation, the students receive an excellent educational foundation. Nowhere in the state of California do

teachers and classified staff work harder or care for their students more than here.

The Mother Lode USD serves approximately 1,350 kindergarten through eighth-grade students at three school sites; two kindergarten through fifth grades (Charles Brown and Indian Creek) and one sixth through eighth grade (Herbert Green Middle School). Charles Brown has a student population of approximately 450 students, Indian Creek has 460 students and Herbert Green Middle school has approximately 450 students.

All schools have a rigorous academic program as well as a number of successful programs and activities. There are extended day classes and state preschool programs to support the regular school programs. The middle school offers intervention classes daily at lunch and after school. All schools have an extremely active and supportive parent group logging many thousands of hours of volunteer work.

Mother Lode USD has adopted world-class learning standards for each grade level. With reading, writing, math, listening and speaking standards that often exceed state expectations and annual testing, the students are challenged and well-prepared.

Besides the core curriculum, a variety of programs contribute to students with special needs. Programs vary by school and grade level.

There is a strong sense of community throughout the district as well as a “family” atmosphere. The district is proud that the sites provide many options for students and a very caring and nurturing environment.

The district’s revenue limit is \$6,229, and the total budget is approximately \$9,379,000. With the financial support of organizations such as the Mother Lode Educational Foundation, parent/teacher clubs, school-site councils and community groups, all school sites are technologically up-to-date.

2008-2009 API Information

Indian Creek Elementary School	872
Charles Brown Elementary School	812
Herbert Green Middle School	885

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

- Classroom experience highly desirable
- Experience as a site and district level leader desirable, preferably at the K-8 level
- California Teaching and Administrative Credential required or must be eligible for California certification
- Masters Degree required

Personal Characteristics

- Develops trusting relationships throughout the system by holding people accountable, yet recognizing and celebrating success and excellence
- Is a strong leader with a record of openness and transparency
- Has been involved in or led a district in developing a successful comprehensive strategic plan
- Is a resourceful leader who possesses a good sense of humor
- Is visible and possesses an active style that promotes accessibility and availability
- Has the ability to effectively communicate with all stakeholders, both written and oral, yet is a good listener
- Is community minded, will be adaptable to a rural setting and be an active, supportive member of the community
- Is respectful and values a diverse population
- Has a reputation as a leader who follows through and is a “doer”

Professional Skills and Abilities

- Has knowledge of school finance (budgets, grants, etc.); understands small school district funding problems
- Understands the dynamics and politics of a small, rural community
- Has open and honest communications with board, staff, and community
- Possesses a visible and active style that promotes accessibility and availability
- Works well with board members individually and collectively and understands effective governance practices
- Has experience in negotiations with a demonstrated record of creating a positive climate in employee relations
- Is a hands-on leader and enjoys staying connected to sites and students