

*An Invitation to Apply for the Position of*  
*Superintendent*

**Red Bluff**  
**Joint Union High**  
**School District**



Red Bluff, California

## *The Position*

The Red Bluff Joint Union High School District Board of Trustees, Red Bluff, California, is seeking a highly qualified leader to serve as Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2014.

McPherson & Jacobson L.L.C. Executive Recruitment and Development, in collaboration with the California School Boards Association, has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Trustees in identifying and screening the candidates.

### Qualifications

The candidate must have the background, skills and abilities essential for excellence in educational leadership. The board has identified the following desired characteristics.

- The Superintendent must have knowledge and proven performance in all facets of school administration, including curriculum, instruction, facility management, school finance (LCFF/LCAP), personnel, California education law and legislation.
- The Superintendent must demonstrate strong leadership skills, including the ability to make informed decisions, to organize, to prioritize, to implement actions, and to instill trust and confidence in her/his leadership.
- The Superintendent's leadership style and performance record must demonstrate strong relational skills, high standards and expectations, accountability, and ease with collaboration. He/she must show the ability to support, mentor, and inspire others' abilities and performance.
- The Superintendent will be a consensus builder, exhibiting strength through teamwork in all facets of employment.
- The Superintendent must be a visible and active participant in the district and community, and will use every opportunity to build relationships, involve stakeholders, and promote the interests of the school district.

## *The Community*

Red Bluff is centrally located in the Northern Sacramento Valley off I-5, 120 miles north of Sacramento. County seat



for Tehama County, Red Bluff is known as “the Victorian town on the river.” Navigation of the Sacramento River gave the city great commercial importance for more than a century. Surrounding



mountains on three sides form a huge horseshoe around Red Bluff. These snow-covered mountains include the majestic Lassen Peak, the imposing Mt. Shasta and the rugged Trinity Mountain Range.

The population of Red Bluff and the immediate surrounding area is approximately 35,000. It enjoys a climate which is excellent for participating in a wide variety of recreational opportunities such as fishing, hiking, skiing, boating, camping and golf. Red Bluff is considered the Gateway to Lassen Park, a major year round recreation area.



## *The District*

Red Bluff Union High School, located in the city of Red Bluff, is the comprehensive high school in the Red Bluff Joint Union High School District. The high school serves approximately 1,420 students in grades 9 to 12 and district-wide enrollment is 1,622. There is a history of good collaboration between the school and the six associate districts which send students to the high school. The high school offers many co/extracurricular clubs and major participation by students in performing arts, FFA, and sports activities. International Exchange Programs are also offered to students.



Salisbury High School is the District continuation high school. Approximately 85 students are served on their five acre site. This campus provides quality academic programs leading to a high school diploma in a small school setting.



Alternative programs provide supportive services to students with additional needs. These programs provide smaller learning environments, accelerated credit recovery and on-site counseling services.

In addition, there is an Independent Study High School with approximately 117 students.

RBHS District's vision is for each student to graduate as a life-long learner prepared for the challenges of a changing world. The mission of the District is to inspire and support each student to achieve academic excellence in a safe, healthy, respectful environment every day. The result is higher expectations for student outcomes, increased academic achievement, increased numbers of students staying in school, and more positive post-secondary experiences.

The Red Bluff community is very involved and provides work sites, job shadowing experiences, and job placement opportunities for our students.

While other districts have cut vocational arts programs, the District is extremely proud of the addition of several state-of-the art facilities for vocational programs, in which staff support academics through career technical education (CTE).

Since the needs of individual students are a top priority in the District, attendance is high and drop-out rates are below the state average.



## *The Board of Trustees*

The Board of Trustees consists of five members who are elected to serve four-year terms. The incumbency of the board members ranges from two to three years.

<b>Name</b>	<b>Occupation</b>	<b>Years Served</b>
Barbara McIver, President	Retired	3 years
Jack Hansen, Clerk	Retired	2 years
Elsa Martinez	Girl Scouts Community Development Director	3 years
Lida Chase	Retired	2 years
Marianne Willard	Retired	3 years



## Mission Statement

*The mission of RBJUHSD is to inspire and support each student to achieve academic excellence in a safe, healthy, and respectful environment every day.*

*Find out more about Red Bluff Joint Union High School District:  
<http://www.rbuhd.k12.ca.us/home>*

## APPLICATION & SELECTION PROCEDURE

available at: [www.macnjake.com](http://www.macnjake.com)



*in collaboration with*



**MCPHERSON & JACOBSON, L.L.C.**  
7905 L St., Suite 310  
Omaha, Nebraska 68127  
Phone (402) 991-7031  
Fax (402) 991-7168  
Email: [mail@macnjake.com](mailto:mail@macnjake.com)

### *An application for superintendent should include:*

- A letter setting forth personal qualifications, experiences and reasons for interest in the position
- A current résumé
- A completed application form
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

*Candidates are asked to not contact board members directly. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.*

Red Bluff Joint Union High School District is an Equal Opportunity Employer.

### *Selection Timeline*

1. Application deadline:  
April 24, 2014
2. Finalists selected by  
Board of Trustees:  
May 5, 2014
3. Finalists interviews  
with Board of Trustees:  
May 12-16, 2014
4. Selection of new  
superintendent:  
May 21, 2014
5. Starting date:  
July 1, 2014

