An Invitation to Apply for the Position of Superintendent

Newcastle Elementary School District

Newcastle, California
The Position

The Newcastle Elementary School District, Newcastle, California, Board of Trustees is seeking a highly qualified and fully certified superintendent of schools. The Board wishes to have the successful candidate assume the responsibilities of the position July 1, 2015.

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.

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The board recognizes that selecting a Superintendent is one of the most important decisions it will make. The board developed the following desired characteristics:

- **A collaborator** who has the proven ability to build trust, promote a positive school climate and foster productive, respectful relationships. The superintendent must be a team builder who has strong verbal, written and digital communication skills, is approachable, and is open to and inclusive of new ideas brought forward from diverse school organizations.

- **A visionary leader** who is excited about leading a small, unique, rural, public and charter district and is consistently visible at and involved with the District’s schools and engaged with the community in a meaningful and discernible way. This person must have operational knowledge of charter school organizations in order to be able to inspire and support the teaching and learning in all of the District's schools.

- **An instructional leader** who has a demonstrated strength in curriculum and instruction with a current knowledge of 21st Century Learning Skills, Common Core State Standards, and the CAASPP assessments. The superintendent must have a passion for and a working knowledge of how technology can be used as an instructional tool to motivate and engage students. The next leader for Newcastle Elementary School District must have knowledge of special education and other academic support programs in order to assure that all students have successful learning experiences.

- **A person of integrity who is a role model with a strong work ethic** and holds high standards for self, staff and students and possesses the personal characteristics of honesty, accountability, commitment, and humor. This person must genuinely care for children and put the student first in all decisions and deliberations.

- **A manager** who must understand school finance, education law, charter school law, grant writing, teacher and administrative evaluation, negotiations and strategic planning. The superintendent must have the skills to develop/oversee school and district budgets and direct resources utilizing the Local Control Accountability Planning (LCAP) process. This person must understand how to maintain and improve technology infrastructure and campus facilities.

Note: The successful candidate will preferably have California experience as a teacher and principal.

The Community

Thirty-one miles northeast of Sacramento, nestled cozily among the picturesque foothills of Placer County, lies the quaint little town of Newcastle. Above the fog and below the snow, Newcastle generally has moderate winters and warm summers. A recreational wonderland, Newcastle is central in its location with easy access to the big city (San Francisco 2 hour drive), river rafting, hiking and mountain biking in the American River canyon (15 minute drive) and a short commute to ski resorts, Lake Tahoe and Squaw Valley.

Newcastle Elementary School District has earned the reputation of being the hub of the community and serves as a center for local pancake breakfasts, joint activities, fundraisers, town history compilation, family outdoor movie nights and the arts.

Just an off ramp’s distance away from today’s busy Interstate 80, a visit to Newcastle is a bit like returning to the days of yester-year, but with new opportunities for dining and shopping. A small and tight knit community, Newcastle is centered around historic Marshall Square which for many years was the scene of a constant hub of activity when horse-drawn wagons would haul their loads of peaches, plums, cherries and pears to the town’s packing sheds which are today occupied by antique shops, art galleries, a gourmet market, a small handful of wonderful eateries and even a chocolate factory! Although the type of activity has changed, Newcastle still attracts locals and tourists to its community by the interesting assortment of area businesses and by popular community events and activities hosted throughout the year.

Newcastle’s rich history is embraced by its community who is working toward moving the town forward to exciting new possibilities while passionately protecting its roots. Most likely, Newcastle will retain much of the same character of the past 141 years, a cozy little town where the community takes pride in recalling those bygone days when their town was the fruit capital of California, yet staying progressive and an active participant in the 21st Century.
Newcastle Elementary School District (NESD), located at the gateway to the foothills, first opened its doors to 44 first through eighth grade students in 1865. For many years, it remained a one-school school district serving kindergarten through eighth graders at what is currently Newcastle Elementary/Charter School. With the onset of charter schools and the possibilities of developing programs to reach students with different learning styles and needs, NESD began to expand by adding charter schools to the District as opportunities became available.

Newcastle Elementary School District is well known for being a high achieving, top performing school district recognized throughout California and the Nation as a leader in education. The District serves a versatile population while providing a 21st Century education to all students. Common Core is taught through project-based instruction and assessments vary from presentation to portfolio with more traditional online and paper pencil thrown into the mix. All schools have implemented 1-1 technology initiatives with dual platforms in 2 of the schools. Staff and students are proficient at using Google Docs and apps to support instructional needs. Character education and performing arts are sources of pride in the Newcastle community and are a part of the core curriculum. Newcastle recognizes its role in supporting students’ development of civic values and ethical behaviors through character education, positive behavior intervention and support programs and service learning. The District has maintained programs that many other districts have had to cut such as music, PE, dance, foreign language, media center and library. All students are taught Spanish beginning in first grade.

Newcastle Elementary School District schools focus on meeting the needs of each child. This focus includes college and career readiness, wellness and safety and academic programs that are rigorous, relevant and build strong relationships. Parents play an integral role in student success and all schools have strong parent involvement and community engagement.

Currently, the District is made up of 7 schools:

- **Newcastle Elementary School (NES)** - serving PreK-8 students as the in-district school (Enrollment approx. 153)
- **Newcastle Charter School (NCS)**– serving PreK-8 students from out of district who wish to be part of the NES environment (Enrollment approx. 262) Newcastle Elementary School and Newcastle Charter School operate as one Transitional Kindergarten – 8th grade school with a combined enrollment of over 400)
- **Harvest Ridge Cooperative Charter School/Placer Academy (HRCCS)** – serving K-8 students who are interested in a hybrid independent study based program with 4 days of traditional classroom support and 1 day of independent study weekly. (Enrollment approx. 373 students at two sites)
- **Newcastle Virtual Learning Academy (NVLA)**– serving K-12 students who are interested in an individualized program consisting primarily of online learning with opportunities for inclusion in programs at other district sites. (Enrollment approx. 10 students)
- **Creekside Charter School** – serving elementary students who are interested in a hybrid independent study based program with 4 days of traditional classroom support. Similar to Harvest Ridge, it is currently located in Olympic Valley. (Enrollment approx. 150 students)
- **Squaw Valley Preparatory Academy** – serving high school students who are interested in a hybrid independent study based program with 4 days of traditional classroom support. SVP is currently located in Olympic Valley. (Enrollment approx. 92 students)
- **Rocklin Academy Gateway** – serving K-8 students in a traditional, classroom-based program. Located in Rocklin. (Enrollment approx. 800 students)

**District Vision**

The Newcastle Elementary School District is committed to work in partnership with students, teachers, parents and community to provide every student with a personalized, challenging, academic program that develops 21st Century skills necessary to become active and effective global citizens. Each child’s innate ability will be supported in a caring, interactive, project/inquiry based learning environment with an emphasis on strong character and personal value.
The Board of Trustees

The Newcastle Elementary School District Board of Trustees consists of five community members elected to four-year terms. The tenure of the board members ranges from one to thirteen years.

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<thead>
<tr>
<th>Name</th>
<th>Occupation</th>
<th>Years Served</th>
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<tbody>
<tr>
<td>Ms. Sarah Gillmore, President</td>
<td>Professional Civil Engineer</td>
<td>4 Years</td>
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<tr>
<td>Mr. Michael Leydon, Clerk</td>
<td>Retired</td>
<td>13 Years</td>
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<tr>
<td>Mr. Jeff Sevey, Trustee</td>
<td>Lawyer</td>
<td>4 Years</td>
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<tr>
<td>Ms. Lisa Vitello, Trustee</td>
<td>Business Owner</td>
<td>2 Years</td>
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<td>Ms. Jennifer Grant, Trustee</td>
<td>Regional Supervisor</td>
<td>1 Year</td>
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<td></td>
<td>Investment Properties</td>
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Selection Timeline

- Closing date for applications: March 16, 2015
- Board of Trustees selects finalists to interview: March 26, 2015
- Interviews with the Board of Trustees: April 14, 15 & 16, 2015
- Selection of new superintendent: April 17, 2015
- Start date: July 1, 2015

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 directly contact board members. 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 school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Newcastle Elementary School District is an Equal Opportunity Employer