

An invitation to apply for the position of
Superintendent/Principal

Cold Spring School



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Santa Barbara, California

The Position

The Cold Spring School District, Santa Barbara, California, Board of Trustees is seeking a highly qualified leader to serve as Superintendent/Principal. The Board wishes to have the successful candidate assume the responsibilities of the position on July 1, 2017.

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 recognizes that selecting the Superintendent/Principal is the most important decision it will make. The Board has identified the following desired characteristics:

- A visionary and innovative leader with the ability to effectively interact with all district stakeholders in order to continue to move and improve educational initiatives in the school district. A person who will implement a vision and best educational practices in the context of state and federal educational reforms such as the Common Core and NGSS standards, LCFF/LCAP planning, 21st Century skills, and Smarter Balanced assessments.
- A collaborator who brings people together by building positive relationships with the Board, administration, staff, and community. A person who is a good listener, open and accessible to all, engaging diverse communities and those with differing opinions. A leader who is able to communicate effectively, motivate and involve a progressive school system, and is a highly visible and vested part of our school and community. A person who is an influential problem solver and knowledgeable about current and proposed state and federal education-related legislation.
- An effective communicator with written, oral, and 21st century technology skills. This candidate must be trustworthy, transparent, visible at the school and in the community, inclusive, approachable, friendly. This candidate must be courageous, open, and willing to hear opinions from all stakeholders, whether they are staff, parents, students, or community members -- especially when gathering input for solving critical situations or addressing criticism.
- A strategically-minded professional who can build on the district's successes and move the district to even greater success in student learning. This leader needs to be continually seeking ways to strengthen the work environment and parent and community relationships while managing time appropriately between this unique dual Superintendent/Principal role.
- A creative public school educator who possesses experience and knowledge when supervising curriculum, instruction, assessment, technology, and professional development. A person who has the skills to maintain and enhance existing successful programs while discerning new programs for implementation.
- A fiscally responsible manager who has demonstrated fiscal and operational expertise ensuring consistent application of administrative policy, and the ability to implement long-range plans that benefit students yet stay within District approved budget guidelines. A team builder who recruits effectively recognizing the District's needs, delegates responsibilities, builds leadership from within, and provides professional development and guidance to talented employees that align with the District Vision.

The District

Currently in its 126th year, the Cold Spring School District is a public elementary school district with one school serving approximately 175 children in grades Kindergarten through Sixth.

Cold Spring School has earned a stellar reputation for providing a comprehensive approach to elementary education that prepares its' students for success throughout their educational career and helps them become active participants in their community. Cold Spring students have consistently performed in the top 5-10% of all elementary schools in the state of California on standardized tests. In 2012, Cold Spring School achieved the highest Academic Performance Index (API) in all of Santa Barbara County. Awards and recognitions include California Distinguished School in 2010 and 2014, and California Gold Ribbon School in 2016.

The District is governed by a five-member Governing Board and administered by a Superintendent/Principal. The teaching and support staff are highly skilled, dedicated, and enthusiastic. The educational mission – and specifically the Specialist program – is generously supported by the Cold Spring Foundation.

Each classroom has a certificated teacher and a three-hour-a-day instructional aide. The school is fortunate to have a school-wide teacher/student average of 1/18. In addition to the classroom teachers, Cold Spring also has specialists in art, library, music, physical education, reading, STEAM education, and technology.

The Community

The environment of the Cold Spring School community is one that is quite special. Located in the lush foothills of Montecito, Cold Spring has maintained a unique family atmosphere that draws the community together for music and drama performances, art faires, festivals, award ceremonies, athletic activities, and other family-centered events. From classroom volunteers to serving within our valued school organizations, the parents of Cold Spring greatly enrich the educational experience of all Cold Spring's students.

We hope that you enjoy learning more about our wonderful school as you peruse our website. Cold Spring benefits from a cooperative working relationship with neighboring Westmont College. Students from Westmont involved in a work-study program serve as classroom aides helping teachers in the classroom and supervising students in our after-school daycare program.

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 one to three years.

Name	Years Served
Ms. Jennifer Miller, President	3 years
Mr. Gregg Peterson, Vice-President	1 year
Ms. Kim Ferrarin, Clerk	2 years
Ms. Kathy Davidson	1 year
Ms. Leslie Kneafsey	1 year

MISSION STATEMENT

The mission of Cold Spring School is to provide a quality educational program in a secure family atmosphere which fosters a balance of academic achievement, healthy personal development, social and environmental responsibility, and enthusiasm for lifelong learning.

Teachers, staff, parents, and the community will work together to create a school environment in which cooperative problem-solving, creativity, and innovative thinking are encouraged, and the unique potential of each individual student and employee is valued and nurtured.

Find out more about Cold Spring School District

<http://www.coldspringschool.net>

APPLICATION & SELECTION PROCEDURE

Available at www.macnjake.com



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Email: mail@macnjake.com

Selection Timeline

1. Application deadline:
March 24, 2017
2. Finalists selected by the
Board of Trustees:
April 7, 2017
3. Finalist interviews with
the Board of Trustees:
April 28-29 2017
4. Selection of new
Superintendent/Principal:
April/May 2017
5. Starting date:
July 1, 2017

An application for Superintendent/Principal 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.

Cold Spring School is an Equal Opportunity Employer.