

*An Invitation to Apply for the Position of*

# *Superintendent*



SOLEDAD, CALIFORNIA

## The Position

The Soledad Unified District Board of Education, Soledad, California, is seeking a highly qualified, fully certified, educational leader to serve as Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position 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 Education in identifying and screening the candidates.

### The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in education leadership. Soledad Unified School District (SUSD) Board recognizes that selecting a superintendent is one of the most important decisions it will make. SUSD Board has identified the following desired characteristics:

- An ethical leader that reflects the values of the community and has the courage to do the right thing for students. An individual that follows through on what they say they're going to do. A caring individual characterized by integrity, honesty, humility, patience, sincerity, with a good sense of humor and who has high expectations for self and others.
- A passionate educator who is committed to student achievement as integral to the culture of the district and each school. The next superintendent must be an instructional leader who focuses on the "whole child" and is knowledgeable and experienced in the best practices to close "the achievement gap". Soledad Unified School District is looking for a leader that leads from the front, is creative and leads and builds a 21st century learning and working environment. The superintendent makes it a priority to visit all schools.
- An effective collaborator and relationship builder who has exhibited strong leadership and communication skills and who is seen by the school community as a person willing to listen and is comfortable being with people of various opinions in any setting; in short, a people person. An individual that is accessible, approachable and relates to the community and treats everyone with courtesy and respect.
- A 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. A talent and team builder who recruits and retains valued staff recognizing the District's diversity, delegates responsibilities, builds leadership from within and provides professional development and guidance to talented staff.
- A community centered leader who is excited about and committed to being visible in the schools and engaged with the community in a meaningful and discernible way. A person who can competently engage diverse cultures, effectively listens to diverse opinions, and is skilled in problem solving and conflict resolution. The superintendent is expected to like to work in a community like Soledad. Soledad expects its next Superintendent to be a person who invites the community to be involved with the schools and likewise models the District's involvement with the community through participation in community events and organizations.

### Requirements

*Candidates must have a Master's Degree.*

*Successful teaching and administrative experience are preferred.*

*Bilingual Spanish/English is desirable.*

## The Board of Education

The Board of Education consists of five members who are elected to serve four-year terms. The incumbency of the board members ranges from one to ten years.



Name	Years Served
Jodi Massa, President	3 years
Josie Perez-Aguilera, Vice President	1 year
Marie Berlanga, Clerk	10 years
Jamie Fernandez	3 years
Javier Galvan	1 year

## The District

The Soledad Unified School District serves approximately 4,870 students in grades K-12. The District is comprised of five elementary schools, one middle school, one comprehensive high school, and alternative education high school. The district has 524 employees, 24 administrators, 234 certificated teachers, and 266 classified.



The district enjoys partnerships with Hartnell Community College, UC Santa Cruz, and CSUMB.

Students can participate in numerous extracurricular activities, Navy JROTC, volleyball, football, cross country, soccer, wrestling, basketball, swimming, track, baseball, softball, music, drama, and cheerleading just to name a few. Students are challenged academically by also participating in Coder Dogo; Career Pathways; Future Farmers of America (FFA); Skills USA Competition; GearUp; Mathematics Engineering, Science Achievement (MESA); STEAM.

The assessed valuation of the district is \$200 million, the operating budget is \$56.5 million.



## The Community

The City of Soledad, population 25,849, is located in the center of the Salinas Valley in California, nestled between the beautiful Santa Lucia Mountains to the west and the picturesque Gabilan Mountains to the east. The City is surrounded by the valley's booming agricultural community, home to some of the finest vegetables and some of the finest wine grapes in the state. Soledad is the Gateway to the Pinnacles National Park. Its beauty brings travelers and hikers from all parts of the world. Soledad is approximately 130 miles south of San Francisco, 40 miles southeast of the Monterey Bay, and 25 miles south of Salinas.

Major employers in the area include the Soledad Unified School District, Salinas Valley State Prison, and the Correctional Training Facility.

Excellent medical care is available from the Soledad Medical Center, Salinas Valley Memorial Hospital, Natividad Medical Center, King City memorial and Community Hospital of the Monterey Peninsula.

Many community activities take place in the area offering a variety of entertainment options. Some of them are the Soledad Education Foundation Annual Carnival, Soledad-Mission Annual BBQ, Annual Soledad Fiesta, Salinas International Airshow, 4th of July celebration, Annual Christmas Parade, Pebble Beach ATT Golf Tournament and the Pebble Beach Annual Car Show.

Sports enthusiasts can enjoy professional sports by attending San Francisco 49ers, San Francisco Giants, Oakland A's, Oakland Raiders and San Jose Sharks games. Local athletic activities include Pop Warner, Little League, and South County Soccer League.

Hartnell Community College; Monterey Peninsula Community College; Cabrillo College; California State University at Monterey Bay; and California State University at Santa Cruz offer higher educational opportunities in the area.



## Vision Statement

*Soledad Unified School District students will demonstrate high levels of literacy in all academic fields, use effective thinking and productive organizational skills, show positive and healthy personal and civic responsibility, express the ability to be both independent and cooperative, appreciate diverse cultures, and develop meaningful and rewarding social relationships. Our students will achieve their best and be a source of pride for themselves, their parents, their community, and the world.*



*Find out more about  
Soledad Unified School District  
[www.soledadusd.org](http://www.soledadusd.org)*

## **APPLICATION & SELECTION PROCEDURE**

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



**MCPHERSON & JACOBSON, L.L.C.**

7905 L St., Suite 310

Omaha, Nebraska 68127

Phone (888) 375-4814

Fax (402) 991-7168

Email: [mail@macnjake.com](mailto:mail@macnjake.com)

## *Selection Timeline*

1. Application deadline:  
April 6, 2017
2. Finalists selected by the  
Board of Education:  
April 25, 2017
3. Finalist interviews with  
the Board of Education:  
May 6, 7, 2017
4. Selection of new  
Superintendent:  
June 14, 2017
5. Starting date:  
July 1, 2017

### *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.*

Soledad Unified School District is an Equal Opportunity Employer