

*An Invitation to Apply for the Position of*

# *Superintendent*

# *Parlier Unified School District*



*Parlier, California*

# *The Position*

The Parlier Unified School District, Parlier, California, Board of Trustees, is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position November 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.

## **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 visionary and creative leader** who has the ability to effectively interact with all district stakeholders in order to continue to move and improve educational initiatives that serve our students and families. 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 State Standards, LCFF/LCAP planning, 21st Century skills, and Smarter Balanced Assessments. A person who has the skills to maintain or enhance existing successful programs while discerning new programs for implementation.
- **An experienced and passionate educator** who is committed to student achievement as integral to the culture of the district and each school. The next superintendent must know the best practices in teaching and learning, be able to implement effective curriculum, assist in the selection of purposeful professional development, and employ systems of assessment that all result in increased student achievement. 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. This leader must have successful experience administering Special Education services.
- **An effective collaborator and communicator** who listens to and thinks about others first before stating their own opinions, has strong verbal, written and digital communication skills, and is accessible to all including those with differing opinions. The superintendent must have a proven ability to bring people together to build trusting, open, inclusive, and respectful relationships with the Board, administration, staff, students and community.
- **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, likes people, effectively listens to diverse opinions, and is skilled in conflict resolution. The superintendent is expected to like to work in a community like Parlier. Parlier 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.
- **An ethical leader** with a strong principled work style who leads by example and models and expects high standards for self, staff and students. A person who possesses the characteristics of honesty, loyalty, dependability, humor, and motivates all to perform at high levels of expertise. A superintendent that has demonstrated a willingness to take calculated risks that benefit students and district.
- **A manager** who has an operational understanding of school finance, education law, grant writing, teacher and administrative evaluation, negotiations and strategic planning. The superintendent must have knowledge and skills in budget development and the ability to direct resources utilizing the Local Control Accountability Planning (LCAP) process. This person must understand how to maintain and improve the technology infrastructure and building facilities.

### ***Additional requirements:***

- *Prefer at least three years cabinet level experience in California*
- *Prefer Spanish speaking*
- *Prefer Doctorate degree, Master's degree required*

# The Community

In 1876, the I.N. Parlier family migrated from Springfield, Illinois to the present site of Parlier. The Parlier family's General Store, Trading Post and Post Office became the center of town. Small, family-run wheat farms were initially cultivated in the area. Wheat soon gave way to grapes, raisins and tree fruit, foods that Parlier continues to produce today for the world food market. Improved irrigation systems and arrival of the railroad helped Parlier establish itself as a hub among surrounding communities.

Incorporated in 1921, the City of Parlier is nestled in the heart of the fertile San Joaquin Valley and is home to 12,167 residents. Parlier is ideally situated in central California 210 miles north of Los Angeles and 199 miles south of San Francisco. From its inception as an agricultural based community and its transition to a growing diversified economy, the City of Parlier continues its steady growth by taking advantage of its position in the emerging new economy.

Parlier's central California location makes a vast array of recreational activities available to residents. The annual mean temperature of 62.4° allows for year-round fishing, hunting, boating, camping and hiking along the nearby Kings River. The Sierra Nevada mountain range is nearby, providing excellent recreational areas with lakes and rivers. Snow and water skiing can also be enjoyed at China Peak and Millerton Lake. World renowned Yosemite National Park, as well as Kings Canyon and Sequoia National Parks, and the beautiful California Coastline, all share the close proximity of a couple of hours drive from Parlier, making Parlier the perfect place to live, work and play.



## The District

*District website <http://www.parlierunified.org>*



The Parlier Unified School District serves 3,500 students at four elementary schools, one middle school, one comprehensive high school and one alternate high school. The district is located south of Fresno, California and encompasses approximately twenty square miles of rich productive farm land. Most students live in the City of Parlier. The Parlier USD ethnic population consists of 99% Hispanic, 99% Socio- Economically Disadvantaged and over 61% of its students are English learners.

The District's Board of Trustees has a vision for Parlier to become student centric, with attention to systems and staff development to ensure the community's students have the best choices for their educational pathways. Therefore an effort is made to provide the maximum number of student opportunities academically, social-emotionally, and in co-curricular activities. The belief is in the vital role that student engagement plays in a successful, enriching K-12 grade experience, and to provide pathways to address every student's future, including college, career and community contributions.

Parlier USD has embarked on a courageous journey to become a district others aspire to become, a place where families and students want to come, and a place that embraces the richness of culture that is Parlier.

## The Board of Trustees

The Parlier Unified School District Board of Trustees consists of four community members elected to four-year terms. The tenure of the board members ranges from one- three years

<u>Name</u>	<u>Years Served</u>
<b>Mr. Juan Garza, President</b>	<b>1 year</b>
<b>Mrs. Jacqueline Garcia-Escoto, Vice President</b>	<b>3 years</b>
<b>Mr. Carlos Lopez, Clerk</b>	<b>1 year</b>
<b>Mr. Edgar Pelayo, Member</b>	<b>3 years</b>





# APPLICATION & SELECTION PROCEDURE

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

**MCPHERSON** *M J* **JACOBSON, LLC**

7905 L St., Suite 310, Omaha, NE 68127  
Phone: (402) 991-7031 Fax: (402) 991-7168  
E-mail: [mail@macnjake.com](mailto:mail@macnjake.com) [www.macnjake.com](http://www.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 not to 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 school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

### ***Selection Timeline:***

- Closing date for applications: **August 28, 2017 (11:30 p.m. central time)**
- Board of Trustees selects finalists to interview: **September 12, 2017**
- Interviews with the Board of Trustees: **September 26-28, 2017**
- Selection of new Superintendent: **October 10, 2017**
- Start date: **November 1, 2017**

**Parlier Unified School District** is an Equal Opportunity Employer.