

An invitation to apply for the position of

Superintendent



Grass Valley, California

The Position

The Nevada Joint Union High School District, Grass Valley, 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 July 1, 2018.

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 has identified the following desired characteristics:

- **A creative and passionate educator** who is committed to student achievement as integral to the culture of the district and each school. The next superintendent must be able to motivate staff by knowing the best instructional practices in teaching and learning, being able to support effective curriculum, participating in the implementation of purposeful professional development, and employing systems of assessment that results in increased student achievement. NJUHSD must have a leader who allows innovation and risk-taking while expecting accountability for results. The superintendent must have expertise in career and technical education to include program knowledge, and acquisition and use of resources.
- **An effective collaborator and communicator** who has the proven ability to bring people together to build trusting and respectful relationships with the Board, administration, staff, and community. A person who is a good listener, transparent, open and accessible to all. The superintendent must be a team builder who has strong verbal, written, digital and media communication skills, is approachable, and is open to new ideas brought forward from diverse school and community groups of stakeholders.
- **A community-centered leader** who is visible and approachable in the schools and community in a meaningful and discernible way. Nevada Joint Union High School District 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** a with 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, kindness, being humble, 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 California school finance including the management of bond funds, 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 District's technology, infrastructure, and building facilities.

Additional notes:

Doctorate Preferred

Masters Required

Superintendent Experience Preferred



The District

The Nevada Joint Union High School District is located in northern California about sixty (60) miles northeast of Sacramento. The district is ideally located in Grass Valley, in the Sierra Nevada foothills, a small community with a rich history of the Gold Rush. To the north is Lake Tahoe (an 1 1/2-hour drive) and to the south is Sacramento (a one-hour drive) and San Francisco (a three-hour drive) providing a wide variety of winter and summer sports, recreational and cultural activities.

Nevada County has eight elementary/middle school districts feeding into the high schools, which provide secondary education to 2,500 students with a variety of schools and programs. You have many options within the Nevada Joint Unified High School District. From comprehensive schools, to Independent Study programs, to continuation schools, there's a place for everyone within the District.

The district has many exemplary schools, which have received state and national recognition, including:

- Bear River, California Distinguished School, 2001, California Gold Ribbon School, 2017
- William & Marian Ghidotti High School, California Distinguished School, 2013, California Gold Ribbon School, 2017
- Nevada Union, California Distinguished School, 1997 & 2013
- Nevada Union, National Blue Ribbon School, 1998

The Community

Nevada Joint Union High School District serves students in most of Nevada County with the exception of those living in the Tahoe-Truckee region. Nevada County, California is one of the most historic and scenic areas of the state. It is a rural county comprising 978 square miles in northern California, with a population of approximately 99,000. The two incorporated cities in the district are Grass Valley and Nevada City. Most of the population (65,000) lives in the unincorporated areas. The Grass Valley/Nevada City area in the west and the Truckee area in the east are separated by approximately 45 miles of National Forest and the Donner Summit mountain pass at 7,000 feet elevation.

The first wagons to cross the Sierra Nevada that opened the Truckee River route of the California trail came through Nevada County. The County was the site of the infamous Donner tragedy as well as being the center of the northern mines during the Gold Rush. Portions of the first transcontinental railroad and the first transcontinental automobile road are located within the county. Famous stage personalities, writers, politicians, and industrialists emanated from or found homes in the County. More recently, Nevada County's high-tech firms, outstanding schools, rich artistic community, cultural attractions, and scenic natural resources make it a desirable location for residents and visitors alike.

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 range from one to three years.

<u>Name</u>	<u>Occupation</u>	<u>Years Served</u>
Jim Drew, President	Retired Agricultural Teacher	1 year
Jamie Reeves, Vice President	Portfolio Manager	2 years
Al Angulo, Clerk	High School Teacher	1 year
Linda Campbell	Retired Teacher / Administrator	3 years
Pat Seeley	Retired	1 year

MISSION STATEMENT

All members of our district's educational community will create an environment of understanding and mutual respect that enables each individual to maximize his or her potential and to be successful in his or her future.

Find out more about Nevada Joint Union High School District:

<http://www.njuhsd.com/>

APPLICATION & SELECTION PROCEDURE

Available at www.macnjake.com



MCPHERSON & JACOBSON, L.L.C.

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Phone (402) 991-7031

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Email: 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.

Selection Timeline

1. Application deadline:
April 3, 2018
2. Finalists selected by
Board of Trustees:
April 24, 2018
3. Finalist Interviews
with Board of Trustees:
April 27-28, 2018
4. Selection of new
superintendent:
May 9, 2018
5. Starting date:
July 1, 2018



Nevada Joint Union High School District is an Equal Opportunity Employer.