

*An Invitation to Apply for the Position of
Superintendent*



Sausalito & Marin City, California

The Position

The Sausalito-Marín City School District, Marin City, 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, 2019.

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 competent, inspirational and visionary leader who can create a climate of trust and mutual respect.
- A person who can listen to the needs of the district schools and the larger community and can work with an engaged public.
- A passionate leader committed to all students who is experienced with the needs of special education students and has worked with, and is committed to, serving a socio-economic and racially diverse student population.
- An individual who has a deep understanding of, and commitment to, cultural competency. For cultural competency, the district is seeking an individual who possesses an ability to interact effectively with people of different cultures; being aware of their own individual biases and reactions to people who are of a culture or background significantly different from their own.
- A leader with understanding of and experience with charter schools and community schools.
- An optimistic school leader who: articulates a clear vision, values collaboration and flexibility, listens well, solves problems creatively, motivates others, and thinks outside the box.
- A person who fosters and builds caring relationships with the community, parents, and staff by embracing diversity, fostering teamwork, and respecting the role and relationship with the Board of Trustees.
- An effective communicator with written, oral, and contemporary technology skills. This person must be: transparent and highly visible to the school and community, inclusive, approachable, friendly, courageous and willing to welcome opinions from all stakeholders.
- An ethical leader who models high expectations for self, staff, and students and possesses the personal characteristics of honesty, integrity, dependability, humor, loyalty, and a strong work ethic.
- A leader who possesses experience and knowledge in the areas of budget development, fiscal oversight, K-8 curriculum, instruction assessment, technology, professional development, bond measures, facility improvement, education code.
- A person who can sustain effective programs and implement new programs to improve student learning and search and apply for grants to provide additional resources for students and staff.



The District



The Sausalito Marin City School District is a Basic Aid District comprised of two public schools: Bayside Martin Luther King, Jr. Academy in Marin City (TK-8) and Willow Creek Academy (K-8) an independent charter school in Sausalito. Currently Bayside MLK has 113 students, with 3 from Sausalito, 92 students from Marin City, and 18 from outside the district with an 83% unduplicated count (low income, foster youth and English learners); and WCA has 406 students with 162 students from Sausalito, 162 students from Marin City and 82 students from outside the district with a 46% unduplicated count (low income, foster youth and English learners).

The Bayside MLK, Jr Academy campus is comprised of new buildings, constructed in 2010 and 2013, on an 11-acre site that also includes several portable buildings for art, special education, after school programs, and a preschool. The Willow Creek Academy campus is comprised of facilities constructed in 1970-1990, a primary school wing constructed in 2008; along with several portables for kindergarten, after school programs and special education.



The school district enjoys strong community partnerships and seeks to develop a robust community school. The larger community currently provides volunteer tutors and mentors on a daily basis.

Our students move into the 9th grade within the Tamalpais Union High School District.

The Community



The city of Sausalito is located on the San Francisco Bay. Marin City, a historically black community created after World War II, is located adjacent to Sausalito, with Highway 101 separating the two. Sausalito has just over 7,000 residents, while Marin City has a population close to 3,000. The population of Marin County is 255,000. The median household income of Sausalito is \$116,325. The median household income of Marin City is \$40,517.

Minutes from the Golden Gate Bridge and San Francisco, Sausalito and Marin City are bounded by the Golden Gate National Recreation Area, with many miles of hiking trails and nature preserves that include the Marin Headlands, Muir Woods and Stinson Beach.

The Bay Area is home to many large and small employers including Salesforce, and Sutter Health System. Several representatives of the technology industry, such as Autodesk and Bio Marin Pharmaceutical, have offices in Marin County.

In addition to Marin General Hospital in southern Marin County, Kaiser Permanente maintains extensive medical facilities in central and northern Marin County.

Marin County offers a host of open space preserves, theaters and performance centers, as well as easy access to San Francisco and its world class museums, jazz, opera, orchestras and other cultural venues. There are golf clubs nearby and other opportunities for recreation and fitness.

UC Berkeley, California State University in San Francisco, Stanford University, College of Marin, and Dominican University are among nearby institutions of higher learning.

The Board of Trustees

<u>Name</u>	<u>Position</u>	<u>Years of Service</u>
Ida Green	President	4 years
Debra Turner	Vice-President	3 years
Bonnie Hough	Clerk	Newly elected
Joshua Barrow	Member	6 years
Caroline Van Alst	Member	6 years

To find out more about Sausalito Marin City School District:

<http://www.smcsd.org>

APPLICATION & SELECTION PROCEDURE

Available at www.macnjake.com



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Selection Timeline

1. Application deadline:
April 29, 2019
2. Finalists selected by
Board Trustees:
May 13, 2019
3. Interviews with
Board of Trustees:
May 16 & 17, 2019
4. Selection of new
superintendent:
June 13, 2019
5. Starting date:
July 1, 2019

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.

Sausalito Marin City School District is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.