

*An Invitation to Apply for the Position of  
Superintendent*

***Strathmore Union  
Elementary School District***



**Strathmore, California (Tulare County)**

# ***The Position***

The **Strathmore Union Elementary School District, Strathmore, 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 on **July 1, 2021**.

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.

1. An administrator that is a motivational leader and has the ability to articulate a clear vision, who is collaborative, flexible, a good listener and a creative problem solver.
2. A passionate educational leader who is invested in our community, with the ability to promote the district and enhance pride, growth, and respect throughout the school community.
3. A community 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 effectively relate to diverse cultures, listen to their needs, dreams and opinions, and is skilled in resolving any issues that arise. The superintendent is expected to be a person who invites the community to be involved with the schools and likewise models the Districts' involvement with the community through their own participation in community events and organizations.
4. A passionate educator who is committed to student achievement as integral to the culture of the district and each school. The 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". Strathmore Union Elementary School District is looking for a leader that leads from the front, is creative and has knowledge of finances and the LCAP. A leader that can build a 21<sup>st</sup> century learning and working environment and makes it a priority to visit all schools.
5. Strathmore Union Elementary School District is looking for an instructional leader that is a visionary, innovative and classroom centered. This individual will understand the unique and diverse needs of students, including our underperforming and "at promise" youth, parents, and staff. They will have an understanding of and be able to build upon our educational programs. The superintendent will focus on all students, preschool thru 8<sup>th</sup> grade, and ensure we create a culture that will empower our teachers and staff to inspire all student to unleash their potential.

*Additional Requirements:*

*An experienced educator with 5 or more years of site level administrative experience. Master's degree preferred.*

# ***The Community***

Strathmore, an unincorporated community of around 3,000, is located in the heart of Tulare County at the southern end of California's San Joaquin Valley. Major industries include diversified farming and the raising of subtropical fruits. Large packing houses offer employment to many members of the community. There are several small businesses, including a ladder factory and a Dollar General store. Family HealthCare Network operates a clinic in town. Sierra View Medical Center is a 167-bed, full-service acute care hospital in nearby Porterville. Kaweah Delta Medical Center is a 581-bed hospital located in Visalia, a 25 mile drive from Strathmore. Kings Canyon National Park and Sequoia National Park are both partially within Tulare County. Several lakes, with camping, boating, and fishing, are within a short drive from Strathmore, including Lake Success which is less than a 20 minute drive from town. River Island Country Club and Golf Course is about 15 minutes from town, with additional private and public golf courses throughout the nearby communities. Regional events include the Veteran's Day Parade and Band-O-Rama, Orange Blossom Festival, Springville Apple Festival, Porterville Fair, Tulare County Fair, World Ag Expo in Tulare, and multiple other local events throughout the year. In addition to local high school sports (Strathmore High Football team were Valley Champions in 2016, 2017, and 2018 and State Champions in Division 6 in 2018) there are several professional minor league teams in Visalia and Bakersfield. College options in Tulare County include Porterville College (Porterville) and College of the Sequoias (Visalia) for a two year degree. Local students often attend California State University, Bakersfield or California State University, Fresno which are approximately a 1½ hour commute from Strathmore. Both universities offer credential programs and Masters/Doctorate degrees as well.

# *The District*

[www.suesd.k12.ca.us](http://www.suesd.k12.ca.us)

Strathmore Union Elementary School District, one of the largest small-school districts in Tulare County, has three schools – Strathmore State Preschool, Strathmore Elementary School (K-8), and Strathmore Community Day School (K-8).

Strathmore State Preschool is located at 22898 Avenue 198. It serves up to 42 students ages 3 through 5 in two sessions (morning and afternoon). The state preschool employs a director, one teacher and 4 instructional aides.

Strathmore Elementary School is divided between two sites, with one County-District-School (CDS) code. Strathmore Elementary/Middle School serves approximately 750 students in grades transitional kindergarten through eight. With approximately 95% of our students qualifying as socioeconomically disadvantaged, the district participates in the Community Eligibility Provision for nutrition services, allowing all students to receive free breakfast and lunch. Nearly half of the student population are English Learners.

The Community Day School serves as a placement option for students whose needs are best met in an alternative setting that provides a small student to teacher ratio. It is designed to create a safety net for these students by addressing behavioral problems and re-engaging students in learning.

All students receive core standards-based curriculum instruction from their classroom teacher. Auxiliary services to students who need and qualify for these services include intensive reading tutoring provided by a certificated teacher and instructional aides in the learning lab, regular resource specialist program and regular speech services. Both campuses offer an after-school program (HEART in grades K-6 and EDGE in grades 7 and 8), focusing on raising literacy and numeracy learning levels and assuring positive academic and social outcomes for students and families in our community. Grade-level after school tutoring is also offered for students needing extra help in a specific standard. Teachers are trained to work with our GATE students in grade 5 and up, where students are deployed in regular education classes and offered differentiated instruction and additional activities and field trips. The District also provides summer and other intervention classes for migrant and other students. A variety of extra-curricular activities are available for our students, including a sports program for 6<sup>th</sup>-8<sup>th</sup> graders, an award winning band program beginning in the 4<sup>th</sup> grade, various clubs during lunch and after school and a once-per-year theatrical production done on each campus.

Administrative staff includes the Superintendent, a Projects Director who also oversees the preschool, site Principals at the elementary and middle school campuses and a Vice Principal that works District-wide. Thirty-six teachers, including a full-time band director and two PE teachers, work between the sites along with approximately 65 classified staff members including instructional aides, bus drivers, custodians and food service personnel.

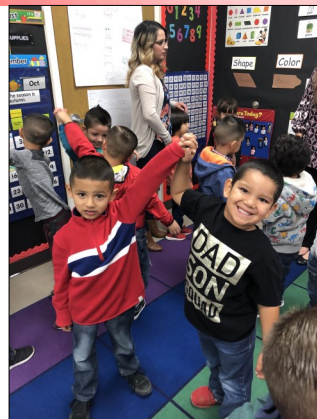
The District has a full-time nurse and part-time Health Aide to help meet the medical needs of our students. The District contracts with the Tulare County Office of Education to provide special education support to our students, including two full-time resource teachers, a school psychologist 3 days per week and other support personnel as needed. A Social Worker is on site at the elementary school one day per week to support student and family needs.

The Strathmore Union Elementary School District operates on an \$11 million dollar a year budget, including \$2.5 million in Supplemental and Concentration Funds. It recently completed a modernization project at the elementary school and an update to the middle school office.



## *Board of Trustees*

- Mr. Jim Shropshire
- Mrs. Patty Crocker
- Ms. Adele Sanchez
- Mrs. Yonok Warson
- Mr. Kevin Holtermann





## Mission Statement

We believe education is a process through which staff, students, families and the community work together. United, we will provide students with the knowledge, skills, attitudes, and experiences they need to contribute to and participate in our society. Our mission is to educate students who demonstrate they are:

- ◆ Proficient in reading comprehension, communication, computation, technology, reasoning and problem solving in all subject areas.
- ◆ Capable of problem solving in a variety of real life situations.
- ◆ Supportive of the role of the fine arts and humanities.
- ◆ Committed to good health and physical fitness.
- ◆ Active participants in the democratic process.
- ◆ Willing to assume responsibility for their actions.
- ◆ Respectful of the rights and feelings of others.
- ◆ Proficient in the use of good social skills and proper etiquette.
- ◆ Respectful of the many cultures that contribute to and make up our world community.
- ◆ Successful lifelong learners.



## MCPHERSON JACOBSON, LLC

11725 Arbor Street, Suite 220  
Omaha, Nebraska 68144  
Phone: (888) 375-4814 Fax: (402) 991-7168  
E-mail: [mail@macnjake.com](mailto:mail@macnjake.com)

## APPLICATION

available at  
[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 directly contact board members. 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 Time Line

- ◆ Closing date for applications: **December 1, 2020 (11:30 p.m. central time)**
- ◆ Board of Trustees selects finalists to interview: **January 11, 2021**
- ◆ Finalists Interviews with the Board of Trustees: **February 5, 2021**
- ◆ Selection of new Superintendent: **March 8, 2021**
- ◆ Start date: **July 1, 2021**

*Strathmore Union Elementary 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.*