

*An invitation to apply for the position of*  
*Superintendent*



**SONORA**UNION  
HIGH SCHOOL DISTRICT

*Sonora, California*

# The Position

The Sonora Union High School District Board of Trustees, Sonora, California, 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, 2020.

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 collaborator who brings people together creating and nurturing good relationships with teachers, the Board, administration, staff, and community. A person who is a good listener, inclusive, accessible and demonstrates a sensitivity and commitment to working with students, employees, parents and community members. A leader who is able to communicate effectively, viewing communication as a “two way street”.
- An ethical leader who models high expectations for self, staff, and students and possesses the personal characteristics of honesty, courage, humor, loyalty, and has a strong work ethic. The leader must have the courage to stand up and say what is right.
- A community-centered leader who values the Sonora rural lifestyle for themselves and their family. Sonora 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.
- A manager who demonstrates operational expertise and the ability to implement long-range educational and fiscal plans that benefit students. A strong team builder who empowers other leaders by developing their knowledge and skills, delegating responsibilities, building leadership from within, and providing professional development and guidance. A person who is an influential problem solver in the arenas of fiscal management, collective bargaining, facilities, and other operational functions of the District. Demonstrates ability to effectively navigate the complex political and regulatory environment required of a public school executive leader.
- An innovative educator who possesses experience and knowledge when supervising curriculum, instruction, assessment, technology, and professional development. A person who will learn about, maintain and enhance existing successful programs while introducing new innovative programs for implementation that support the District’s mission and goals.

## **Additional Requirements**

- *Teaching and/or experience in providing professional support for teaching; for a minimum of three years*
- *Administrative experience in public schools at the principal level or higher; preferably for a minimum of three years*
- *Knowledge of California programs, funding and Education Code or the equivalent*
- *Commitment to working with students, employees, parents and community members from diverse ethnic, racial, gender and socio-economic background*

# 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 13 years.*

<u>Name</u>	<u>Years Served</u>
Dr. Jim Riggs, President	1 year
Erik Andal, Clerk	1 year
Nancy Scott	1 year
Kim Norton	3 years
Jeanie Smith	13 years

## *The District*

The Sonora Union High School District is comprised of five attendance centers:

Sonora High School	961 students
Dario Cassina High School	58 students
Theodore Bird High School	49 students
Sonora Adult School	20 students
Functional Living Skills	3 students

Sonora High School offers a comprehensive, four-year program of study in the Sonora Union High School District. Other District programs include two alternative high schools, Dario Cassina High School (continuation) and Theodore Bird High School (independent study), and Sonora Adult School, an alternative program. Tuolumne County Office of Education offers a Community Day School. In addition to the Sonora High School Special Education Program, the Tuolumne County Office of Education program for the severely handicapped is available to our students and housed on our campus. The District offers a Functional Living Skills program for students who would otherwise attend the Tuolumne County Special Education program or non-public schools.

Sonora High School offers programs to meet a wide range of student ability levels. The school has Title I Reading and math programs. Vocational Education offerings include courses from industrial arts (construction, agriculture, Ag mechanics, business, and photography). There is also an extensive Career Technology Program (CTE) that includes twenty-one courses. The Cosmetology program is very popular with students.

The overall participation in school activities by the students at Sonora High School is high. The school has an excellent athletic program offering students opportunities to participate in seventeen sanctioned California Interscholastic Federation (CIF) sports, several of which have teams at the freshman, sophomore, and varsity levels. The performing arts program (band, choir, and drama) is outstanding, and there is a high degree of participation by the students.

The District is fortunate to have an excellent relationship with the community. Local business and service clubs are very supportive and provide monetary help for many of the activities that occur on campus. One very evident example is our local scholarship program. Students received \$359,060 in senior scholarships during the 2018-2019 school year. The school sponsors community service activities as evidenced by the annual community canned food drive at Christmas, and many of the classes “adopt a family” during the Christmas season.

*Website: <http://www.visittuolumne.com/>*

## *The Community*

The city of Sonora, the county seat of Tuolumne County, a region known for its friendly people, blue skies, and beautiful scenery. Situated in the foothills of the Sierra Nevada, Sonora is the largest community and only incorporated city in the county. It is the largest city of several in the surrounding foothill counties. Sonora is the governmental, commercial, and service center for the greater Sonora area. It is a wonderful place to live, work and raise a family. The area lies approximately 60 miles east of Modesto, 160 miles east of San Francisco, and about 90 miles southeast of Sacramento.

Frequently called the Gateway to Yosemite National Park, this area is a year-round playground offering fishing, hunting, boating, hiking, camping, skiing, and skating. It boasts 700 miles of streams plus numerous lakes and reservoirs. The Stanislaus National Forest adds to the region's appeal. As part of California's Gold Country, the area also offers a rich history and well-preserved pioneer towns, such as Sonora and Columbia.

The economic history of the county is characterized by mining (rock and gold), timber, and tourism. The present economy is also linked to recreation, small business, and federal and state agencies. The largest employer in Tuolumne County is Sierra Conservation Center, a state prison. The next largest, excluding governmental agencies and public schools, are the Sonora Regional Medical Center, Wal-Mart, and Black Oak Casino.

## MISSION STATEMENT

*To maintain focus on student learning and wellness by engaging in sound resource allocation and policy management to ensure that the Sonora Union High School District is an excellent place to learn, teach, and work.*

***Find out more about Sonora Union High School District:***

*<http://sonorahs.k12.ca.us>*

## APPLICATION & SELECTION PROCEDURE

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



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

### *Selection Timeline*

1. Closing date for applications:  
April 14, 2020  
(11:30 p.m. central time)
2. Board of Trustees selects finalists to interview:  
April 27-30, 2020
3. Interviews with the Board of Trustees:  
May 7-8, 2020
4. Selection of new superintendent:  
May 2020
5. Starting date:  
July 1, 2020

*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.*

**Sonora Union High School District is an Equal Opportunity Employer.**