

*An Invitation to Apply for the Position of
Superintendent*



**UNION SCHOOL
DISTRICT**

Piner-Olivet Union School District



Santa Rosa, California

The Position

The **Piner-Olivet Union School District, Santa Rosa, 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 or before **August 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 developed the following desired characteristics.

- An open, honest, and trustworthy individual who can effectively communicate with the Board of Trustees, site administration, teachers, staff, and community in a timely and effective manner.
- A fiscally responsible manager who has demonstrated fiscal and operational expertise ensuring consistent application of administrative policy.
- An experienced educator who is committed to student achievement and developing a positive school and district culture that supports the success of all students.
- 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.
- A visionary and innovative leader with the ability to effectively interact with all district stakeholders in order to continue to move and improve educational initiatives in the school district.

Qualifications: Master's Degree & teaching experience.

Prefer: Bilingual Spanish & Charter School experience.

The Community

Just 55 miles north of San Francisco, in the urban heart of wine country, you'll find Santa Rosa: a city with a cool vibe and vibrant culture waiting to be explored. Turns out, there are still parts of California yet to be discovered. Santa Rosa is one such place — the happening hub for all there is to see, do, eat, drink, hike, bike, and explore in Sonoma County. Sonoma County wines need no introduction. Later, catch a music show, an art opening, or hit the sack early. You still have wine country to explore, redwood groves to hike, and the beaches of Bodega to explore. The following are colleges all within 20 miles of Santa Rosa: Santa Rosa Junior College, Empire College, Sonoma State University, Pacific Union College. Major health facilities include, Sutter Medical Center, Kaiser Foundation Hospital, Santa Rosa Memorial Hospital, St. Joseph Health Center and Sonoma County Indian Health Project.



The District

www.pousd.org

Piner-Olivet Union School District is known as a gem of a district in Sonoma County. The district serves a student population of approximately 1331 students, in grades TK - 12. There are three elementary schools that serve students in grades K - 6; two of which are charter schools, and one charter school with grades 7-8, and one charter school that serves students in grades 7-12. POUSD has an operating budget of \$14,000,000.

Much effort is given to support effective instructional practices and provide our students with a child-centered, standards-based education that also incorporates our student outcomes: Personal Integrity, Productive Collaboration, Critical and Creative Thinking, Effective Communication, Reflective Learning, Citizenship and Global Responsibility, and Resiliency and Drive. The long-term vision for the district is to develop an excellent program that integrates all subjects under the Next Generation Science Standards to give learning context and relevance for all learners within a STEAM (Science, Technology, Engineering, the Arts, and Mathematics) program model of education. POUSD's overall district goal is to develop a cohesive balanced literacy approach to teaching and learning English Language Arts and to ensure differentiation and personalized learning for every student. All classroom instruction is aligned with Common Core and English Language Arts standards and assessments.

With open communication between the school and the community, strong support from parents, and clearly defined educational goals, we believe that all children will have the opportunity to meet their full potential and be productive members of society. The District employs more than 137 staff, including 74 certificated teachers and 68 classified employees. In addition, POUSD has 5 principals, 1 Director of Innovative Learning, and 1 Director of Student Support Services. The district provides its employees with extensive professional learning opportunities. Both experienced and newly-inducted teachers are supported through the Sonoma County Office of Education, Momentum In Teaching, and mathematics trainers.

The Piner-Olivet Union School District strives for academic excellence. We believe in community advocacy for the whole child. We believe that each student is everyone's responsibility.



Board of Trustees

The Board of Trustees consists of five members, elected to serve four-year terms. The incumbency of the members ranges from 2 to 33 years.

Name	Occupation	Years Served
Mardi Hinton	School District Business Manager	33
Cindy Pryor	Accountant/ Controller	12
John Way	Director of Business Services	5
Mindy Mohr	Preschool Director	4
Janae Franicevic	Winery Owner/General Manager	2

Mission Statement

As a community, we engage in authentic, dynamic, and relevant learning that develops each student's academic, emotional, and social growth.



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California School Boards Association

APPLICATION

available at

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: **June 11, 2020 (11:30 p.m. central time)**
- ◆ School Board selects finalists to interview: **June 24, 2020**
- ◆ Finalists Interviews with the Board of Trustees: **July 8 & 9, 2020**
- ◆ Selection of new Superintendent: **July 22, 2020**
- ◆ Start date: **August 1, 2020**

The Piner-Olivet Union 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.