

*An Invitation to Apply for the Position of
Superintendent*



DJUSD

DAVIS JOINT UNIFIED
SCHOOL DISTRICT



Davis, California

The Position

The **Davis Joint Unified School District, Board of Education**, 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, 2022.

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 Education 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 desires candidates that have a proven ability and demonstrated accomplishment for the following position criteria:

- **A visionary and courageous leader** who is experienced and committed to student achievement and well being as integral to the culture of the district and each school. This passionate and forward thinking leader must be able to build a consensus around the District's mission and goals. Building support for the vision by employing genuine empathic listening skills are traits desired in this public figure. They must also have the courage to be able to stand up for the District's vision and values in the face of pressure from both inside and outside the District. This leader must be open and able to take risks as they lead during changing times and unknown future crisis in public education.
- This **instructional leader** must have knowledge of current and promising best practices that yields success for all students. The next superintendent must know the best practices in teaching and learning, be able to implement effective curriculum, assist in the selection of purposeful professional development, and employ systems of multiple metrics that all result in increased achievement for all students. They must be willing to commit to life-long learning by participating with staff in professional development. This instructional leader should have demonstrated educational equity practices and strategies they have implemented to close achievement, opportunity, and access gaps between target groups of students. Emphasizing the development and support of the whole child is an essential quality that the next superintendent must have in order to promote student well being, both physically and mentally. Having experience and knowledge of programs that serve special needs of students is a required attribute for the superintendent. The Board desires an educational leader who will enable all students to be college, career and civic ready upon graduation.
- **An effective collaborator and communicator** who listens to and thinks about multiple perspectives to drive decisions. This leader has strong verbal, written, and digital communication skills, and is accessible to all including those with differing opinions. This leader articulates clear messaging and employs a strategic communication plan to support the district goals through multiple venues. The next superintendent must have a proven ability to bring people together to build trusting, transparent, inclusive, and respectful relationships with the Board, administration, staff, bargaining units, students, families and community. The next superintendent must demonstrate cultural competence in bringing diverse groups and individuals together, working collaboratively, while managing the dynamics of differences to effectively resolve conflict in schools and across the district.
- This **community leader** is expected to be the person who invites families and the community to be involved with the schools and likewise models the District's involvement with the community through their own participation in the life of the community. An important task of the next leader is to build trust and collaboration with our community partners. They must possess a style of comfort and approachability when in the public arena. Davis Unified is a regional leader in public education and requires a superintendent who can embrace the role of sharing promising practices both at the local, regional and state levels. It is expected that this school superintendent will have a highly visible and engaging role with our community.
- **An operational manager** who has the abilities to understand and implement solutions to complex issues of California school finance, education law, collective bargaining and strategic planning. The superintendent must be a leader who has the knowledge and skills of all aspects of district and can bring coherence to the operation of the district. This specifically includes budget development and the ability to prioritize and equitably direct resources based on student needs. They must have the ability to leverage the strengths of staff through empowering them and building trusting relationships to support the creative transition from the vision to practice. Being able to implement and monitor personnel practices of evaluation, hiring, retention and discipline are skills needed in the next superintendent.

Requirements:

- Successful public K-12 school teaching is required
- Leadership experience at the district office level is required
- A graduate degree is preferred
- California leadership experience is preferred
- Ability to communicate in a second language is preferred

Salary: multi-year competitive compensation package



Board of Education

The Board of Education consists of five members, elected to serve four-year terms. The incumbency of the members ranges from 1 to 7 years.

Name	Years Served
Mr. Tom Adams	7 years
Ms. Vigdis Asmundson	1 year
Ms. Lea Darrah	1 year
Mr. Joe DiNunzio	3 years
Mrs. Betsy Hyder	1 year



The Community

Located in Yolo County in the heart of the Northern California Central Valley, the City of Davis is situated 11 miles west of Sacramento (the state capital), 385 miles north of Los Angeles, and 72 miles northeast of San Francisco. Its population hovers around 66,000.

The Davis region spans approximately 10 square miles and is a highly desirable place to live and work due to its proximity to major markets and the prestigious University of California, Davis. The area's communities offer a wide variety of safe neighborhoods, retail and service establishments, as well as many cultural amenities and recreational activities. The Sacramento and American Rivers lie to the east, along with the area's historic Gold Country, Lake Tahoe and the Sierra Nevada mountain range. To the west are the San Francisco Bay Area, the great coastal redwood forest, and the beaches and rugged shores of the Pacific Ocean. The Sacramento-San Joaquin Delta region lies to the south.

Davis is also noted for its desirable quality of life, small-town atmosphere, and an emphasis on parks and open spaces. Residents and visitors enjoy more than 50 miles of bicycle paths and there are more bicycles per capita than any other city in the nation. Davis residents are active in local, national, and international causes, sports, arts and community organizations. The City maintains 69 playground areas, 25 athletic fields and 399 acres of active park land.

The area offers a myriad of cultural, art and entertainment attractions. The outdoor Davis Musical Theater Company is a full time, year-round, musical theater company, and many other community theater groups offer seasonal productions. The UC Davis Mondavi Center brings world-class entertainers to the area, and more than a dozen major dance concerts are produced in town each year.

Sutter Davis Hospital and Kaiser Permanente Medical Facilities, along with other private and physicians' groups, also provide excellent primary and continuing health care for Davis residents.

As a university town, the city of Davis has all the advantages of a small town while providing numerous intellectual, recreational, and cultural activities that serve a wide variety of community interests.

The District

Davis Joint Unified School District was established on July 1, 1962 and comprises approximately 15 square miles in the area located in Solano and Yolo Counties. The District-adopted General Fund budget for the 2021-22 school year is \$109 million. The District provides a variety of educational and extracurricular programs to approximately 8,300 students, including:

Schools

- Eight elementary schools
- Four junior high schools (grades 7-9)
- One comprehensive high school (grades 10-12) and one continuation high school
- One dependent charter school (grades 7-12)
- Davis School for Independent Study (K-12)
- Davis Adult and Community Education School

Programs Offered

- Preschool
- Montessori Elementary Program
- Spanish Immersion
- Two-way Bilingual programs
- Career Technical Education
- STEM education
- Advanced Placement classes
- Special Education
- Arts and Music
- Athletics
- English Learner Program
- Bridge Program (after school tutoring)
- Project-based Learning
- Teacher Credentialing Program

Facilities

- Total number of school buildings: 353, valued at \$179,000,924
- The total assessed value as of July 1, 2021 for all parcels in the DJUSD boundaries is \$11,244,100,685

Staff

- Administrative Staff: 59
- Certificated Staff: 585
- Classified staff: 514

Accreditation: WASC

Type of district: TK-12

Enrollment: 8,300

Our Mission

The mission of Davis Joint Unified School District, a leading center of educational innovation, is to ignite a love of learning and equip each student with the knowledge, skills, character, and well-being to thrive and contribute to an evolving and increasingly connected world, through a system characterized by:

- Optimal conditions and environments for all students to learn
- A team of talented, resourceful, and caring staff
- Transforming teaching, learning, and operations in our continuing pursuit of excellence
- Resourceful, transparent, and responsible fiscal planning, and
- A diverse and inclusive culture

Equity

DJUSD is committed to examining our daily efforts, decisions, and processes through the lens of equity and justice, continually asking how our work as a district will ensure the life opportunities of each and every student, especially those students for whom traditional systems and structures have been least successful in supporting.



APPLICATION

available at

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E-mail: mail@macnjake.com



California School Boards Association



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: **March 1, 2022**
- ♦ Board of Education selects finalists to interview: **April 4, 2022**
- ♦ Interviews with the Board of Education: **April 9, 11, 2022**
- ♦ Selection of new Superintendent: **April 2022**
- ♦ Start date: **July 1, 2022**

The Davis Joint Unified 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.