

## School Board

The School Board consists of five members, elected to serve four-year terms. The incumbency of the members ranges from 2 to 12 years.

Name	Occupation	Years Served
Dr. David Keller	Retired	8 years
Ms. Leslie Edlund	Public Serve Staff Officer, US Forest Service	12 years
Mrs. Joleen Cline	Business Owner, Cline and Associates	8 years
Mrs. Chelsea Harrison	Business Owner	2 years
Ms. JoDee Read	Hospital CEO	4 years

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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).

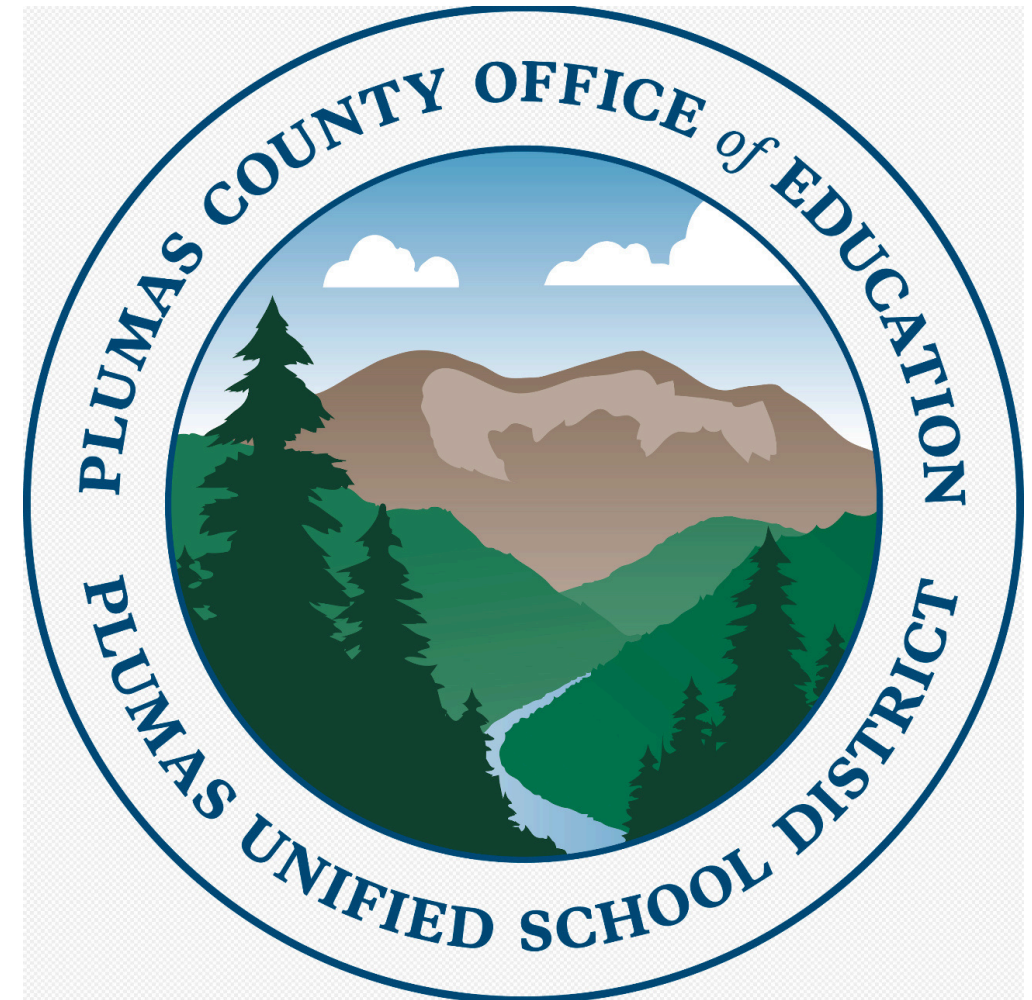
Candidates are asked not to directly contact board members. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, 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: February 20, 2025 (5p.m. pacific time)
- School Board selects finalists to interview: March 6, 2025
- Interviews with the School Board: April 11-12, 2025
- Selection of new Superintendent: May 14, 2025
- Start date: July 1, 2025

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

# An Invitation to Apply for the Position of Superintendent Plumas Unified School District



Quincy, California

# The Position

The Plumas Unified School District, Quincy, CA, Board of Education is seeking a highly qualified superintendent who leads through a lens of equity and with a purpose to improve student achievement. The Board wishes to have the successful candidate assume the responsibilities of the position on July 1, 2025.

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.

**Enrollment:** 1680

**Location:** 145 miles northeast of Sacramento

## Qualifications:

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 accomplishments for the following position criteria:

1) A **visionary and creative leader** who has the ability to effectively interact with internal and external partners in order to continue to move and improve educational initiatives that serve our students and families. The Superintendent demonstrates operational expertise and the ability to implement long-range educational and fiscal plans that benefit students. This leader demonstrates strong team-building skills and empowers others leaders by developing their knowledge and skills, delegating responsibilities, building leadership from within, and providing ongoing professional development and guidance. This person is an influential problem solver in the arenas of fiscal management, collective bargaining, facilities, and other operational functions of the District. They have strong management skills and enthusiastically approach the daily operations of the district with flexibility in addressing the pressing issues of the day. They are a decision maker who can evaluate a situation and make the tough call after careful consideration. This leader can successfully multitask while keeping big projects at the forefront.

2) An **effective educator** who is committed to student excellence and achievement. The next superintendent must know the best practices in teaching and learning, be able to implement effective curriculum and instruction, assist in the selection of purposeful professional development, and employ systems of assessment that all result in increased achievement for all students. Plumas Unified School District is looking for a creative and innovative public school educator who possesses current experience and knowledge when supervising the instructional program. his leader must have a commitment to getting results, establishing effective systems and structures, making the tough decisions that will be required, and holding everyone accountable. The superintendent will understand the challenges and needs of a small, rural school district while also valuing and nurturing the advantages of such a district.

3) A **Communicator and collaborator** who listens to, thinks about, and works to incorporate the thinking of others before making any final decisions. This leader has strong verbal, written and digital communication skills and is accessible to all. The superintendent must communicate often and with purpose. The superintendent must be an inclusive leader, a team builder who is able to bring people together establishing trusting, authentic, transparent, inclusive, and respectful relationships with the Board, administration, staff, students, parents, and community. A leader that has demonstrated a willingness, understanding and ability to engage others in difficult conversations about educational equity, and what is necessary for all students to achieve and feel safe.

# The Position (continued)

4) An **ethical leader** who has a strong work ethic and moral compass, who leads by example and holds high standards for self, staff, and students. A role model who possesses the characteristics of honesty, courage, accountability, humor, inclusivity, and empathy. This leader must make decisions, model, and behave in ways that demonstrate professionalism, integrity, justice, and equity and hold staff to the same standard.

5) A **community-centered leader** who values small town communities and a rural lifestyle for themselves and their family. A leader who is excited about and committed to being visible in the schools and engaged with the community in a meaningful and discernible way. This leader must demonstrate cultural competence in bringing together and working collaboratively with the diverse groups and individuals that comprise Plumas County. The superintendent is expected 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 their own participation in community events and organizations.

## Requirements:

- Successful experience as a teacher and leader at the classroom, site and district levels
- A bachelor's/master's degree or higher with a proven record and desire of continuous learning
- Has a strong working knowledge of best business practices and budget development

## Preferences:

- Holds an administrative credential
- California administrative experience at the cabinet level
- Has a strong working knowledge of best business practices and budget development

## The Opportunity

Plumas Unified School District invites applications for a superintendent to lead our unique and close-knit district, set in the scenic Sierra Nevada mountains of Plumas County. This role offers the chance to influence positive change, engage with a dedicated team, and help strengthen the district's connection with the community. We are looking for a leader who not only understands the complexities of rural education but is motivated to create a lasting impact on students' lives.

## Why Plumas?

In Plumas County, the beauty of nature meets a high quality of life. From the peaceful shores of Lake Almanor to the Feather River Canyon's dramatic views, our district is located in one of California's most scenic regions. Here, you can enjoy the balance of a fulfilling career and a supportive, outdoor-oriented community. If you're drawn to a lifestyle that values both professional purpose and personal well-being, Plumas could be the perfect place for you to call home.

## A Unique Career and Lifestyle

Plumas Unified offers a professional environment where you can lead with purpose in a district that's eager to grow. More than a job—it's an opportunity to be part of a community that values its schools and offers an outstanding quality of life. If you're looking to make a meaningful impact while living in one of California's most beautiful regions, we invite you to apply.