

APPLICATION PROCEDURES

All applications will be held strictly confidential. Each applicant is requested to follow the procedures listed below. Those applicants wishing additional information should contact the CSBA Search Consultant at (916) 669-3293. *For duplication purposes, please do not bind application materials.*

APPLICATIONS ARE TO BE SENT TO:

Weaver Union School District

c/o Luan Burman Rivera, Consultant
California School Boards Association
Governance Consulting Services
3100 Beacon Blvd., Suite Weaver
West Sacramento, CA 95691

All applicants must provide the following items by the closing date, **April 15, 2010 (5:00 p.m.)**, to be considered:

- A completed *Application Information Form*. (Please complete as instructed; do not complete by stating “see attached résumé.”)
- A personal letter of application stating reasons for interest in the Weaver Union School District superintendent position.
- A résumé providing biographical background information about educational preparation, experience and achievements.
- A placement file and/or five (5) **current** letters of professional reference describing the applicant’s performance in previously held positions.
- A photo copy of academic degrees and administrative credential(s).

It is the applicant’s responsibility to arrange to have placement papers or reference letters forwarded in time to meet the **April 15, 2010 (5:00 p.m.)** deadline. Additional brochures may be requested by calling CSBA Governance Consulting Services at (916) 669-3293.

SELECTION PROCEDURE

A professional screening committee will evaluate the qualifications of each applicant. The board and the screening committee will use the described criteria during the screening, interviewing and final decision-making process. After receiving and studying the report of the screening committee, the board will select and interview the top candidates.

The board will select candidates for the final interviews, conduct the final interviews and select the superintendent. Any applicant who contacts a board member with the intent of influencing the board’s decision will be disqualified.

Travel expenses for those candidates selected for the initial interview will be the responsibility of the candidate.

SALARY AND CONTRACT TERMS

The Weaver Union School District Board of Education will offer a salary that is competitive and negotiable plus fringe benefits to the successful candidate, based on that individual’s experience and qualifications. The board intends to offer a multi-year contract.

If you are offered the position you will be asked to provide the district with certified transcripts that verify your academic degrees and proof of your administrative credential(s).

It is the candidate’s responsibility to provide the district with employment eligibility and verification of citizenship in compliance with the Immigration Reform and Control Act.

BOARD OF EDUCATION

	TERM EXPIRES
Jennifer Bertuccio, President	2011
Robert Freitas, Member	2013
Harry Hose, Member	2013
Renee Nelson, Member	2013
Karen Wallace, Member	2011

APPLICATIONS CLOSE

April 15, 2010 (5:00 p.m.)



WEAVER UNION SCHOOL DISTRICT

is seeking a

SUPERINTENDENT

Merced County, California



THE POSITION

The Board of Education of Weaver Union School District invites candidates to apply for the position of Superintendent of Schools. The ideal candidate must be a visionary leader who promotes success for every child.

The superintendent must be a team builder with excellent communication skills who develops a high level of collaboration and cooperation within the school community. The new superintendent should have a record of fiscal responsibility and the ability to work effectively with all segments of a diverse school community.

THE COMMUNITY

Weaver Union School District is located in the southern edge of the city of Merced. The county of Merced is known as the “Gateway to Yosemite” and the city is only 78 miles from the entrance of beautiful Yosemite National Park. Merced is located in the heart of the San Joaquin Valley, a prime agricultural area. The city is less than a two-hour drive to San Francisco, the ocean at Monterey, the Sierra Nevada Mountain Range and the State Capitol in Sacramento and 60 miles north of Fresno. Its central location allows access to many wonderful summer and winter recreational areas. The city of Merced has a population of approximately 80,000 people.

Many excellent higher educational institutions are also readily available, including The University of California, Merced, Merced Community College and Chapman College. California State University, Stanislaus is located 25 miles to the north and California State University, Fresno is 60 miles to the south.

Merced enjoys a generally mild climate for much of the year. Summers are dry with warm to hot days and pleasant evenings. The rainy season occurs during the winter months and is usually accompanied by moderate temperatures.

THE DISTRICT

Weaver Union School District has been described as a “hidden jewel.” It serves approximately 2,500 students in grades K-8. The district contains two beautiful new elementary schools, Pioneer and Farndale, serving students K-5 and one middle school, Weaver, for grades 6-8. The district also operates a state funded preschool. The school district operates on a single-track year-round calendar. The school community enjoys the richness of an ethnically diverse population. The student population is approximately 55 percent Hispanic, 21 percent Asian, 7 percent African-American and 16 percent Caucasian.

The district employs about 150 certificated employees and 130 classified staff. District office staff includes the superintendent, assistant superintendent and the director of operations and fiscal services. Weaver has been able to maintain relatively low class sizes of approximately 23:1 in K-5 and 25:1 in grades 6-8. The district has a strong commitment to bilingual education and meeting the individual needs of every child.



SELECTION CRITERIA

The following criteria represent standards to be used in the evaluation of applications and in the selection of the superintendent.

PROFESSIONAL EXPERIENCE AND PREPARATION

- Experience working in an ethnically and economically diverse community with a large number of English language learners.
- Understanding of and experience in a small rural district.
- Teaching experience required (K-8 experience preferred).
- Administrative Credential required.

PERSONAL CHARACTERISTICS

- Promotes success for every student.
- Is a team builder who creates a climate of cooperation and collaboration within the district and with the parents and community.
- Is honest, trustworthy, and fair and has the highest level of integrity and ethics.
- Has excellent listening and communication skills.
- Is a “people person” who maintains an “open door” policy and is accessible and easily approachable by students, staff, parents, the community and the board.
- Is a strong and decisive leader.
- Recognizes the talents, abilities and contributions of all district staff and motivates them toward excellence and a unity of purpose.
- Values the small rural atmosphere and “family feel” of Weaver Union School District and is sensitive and responsive to the educational needs and community concerns of the district.

- Accepts responsibility, holds self and staff accountable and follows through on commitments.

PROFESSIONAL SKILLS AND ABILITIES

- Understands small school district funding challenges and has demonstrated the ability to manage district finances, facilities and resources in a responsible and prudent manner, as well as, the ability to seek and find new funding sources.
- Is committed to increasing student achievement for every student and closing the achievement gap.
- Supports district programs including, ELD, special education, music, the arts, and literacy programs.
- Has a good understanding and working knowledge of all laws impacting school districts, (Education Code, special education, labor, and ELD laws and other regulations.)
- Promotes the development of programs that prepare students for adult life, including college readiness and career and technical education.
- Has the ability to select, motivate, train, retain and manage outstanding staff members.
- Understands the dynamics and politics of a small, rural district.
- Is a hands-on leader who enjoys staying connected to students, school sites and staff.
- Has experience in negotiations and a record of creating a climate of cooperation and collaboration with employee groups.
- Is a visionary leader, who is able to see and plan for the district’s future.