

- Has the ability to provide an atmosphere for employees that promotes professional satisfaction and trust
- Assigns responsibility, delegates authority and insists on personal and staff accountability
- Understands negotiations processes and procedures and will maintain a mature and positive relationship with the union
- Is able to build partnerships and coalitions with public agencies, local government and community businesses for the betterment of students
- Is committed to work effectively with our community foundation to help maximize the educational opportunities for all students

## 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 adviser at (916) 669-3297. For duplication purposes, please do not bind application materials.

*Applications are to be sent to:*  
**Eureka Union School District**  
 c/o Bill Murchison, Adviser  
 California School Boards Association  
 Executive Search Services  
 3100 Beacon Blvd., Suite Eureka  
 West Sacramento, CA 95691

All applicants must provide the following items by the closing date, **April 18, 2008 (5:00 p.m.)**, to be considered:

- A completed *Application Information Form*. (Please complete as instructed; do not complete by stating "see attached résumé".) The *Application Information Form* and brochure may be downloaded via CSBA's Web page at [www.csba.org](http://www.csba.org)
- A personal letter of application stating reasons for interest in the Eureka 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 references describing the applicant's performance in previously held positions

It is the applicant's responsibility to arrange to have placement papers or reference letters forwarded in time to meet the **April 18, 2008 (5:00 p.m.)** deadline. Additional brochures may be requested by calling the CSBA 24-hour *Brochure Request Line* at (916) 669-3296.

## 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.

Both the board and the superintendent search advisory committee, consisting of staff and community members, will interview the selected candidates. After the interviews, the SSAC will report to the board the perceived strengths and weaknesses of the candidates.

The board will select candidates for the final interviews, conduct the 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 Eureka Union School District Board of Education will offer a salary of \$150,000 (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.

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
Jerri Davis, President	2010
Dan Clift, Member	2008
Lori Dangberg, Member	2010
Debbie Holt, Member	2010
Russ Nash, Member	2008

## APPLICATIONS CLOSE

April 18, 2008- (5:00 p.m.)



is seeking a

# SUPERINTENDENT



PLACER COUNTY, CALIFORNIA



## THE POSITION

The Board of Trustees of the Eureka Union School District is seeking a superintendent with strong leadership skills committed to excellence for all students. The position offers the superintendent an opportunity to work with a board made up of five people who relate to each other with courtesy and respect and put the welfare of students in the district as their highest priority. The successful candidate will demonstrate strong interpersonal skills and will foster a positive climate that acknowledges and appreciates the contributions of all employees.

## THE COMMUNITY

The Eureka Union School District is located in the communities of Granite Bay and Roseville, California, in southern Placer County. The district is a suburban area located twenty miles from the state capitol in downtown Sacramento. Folsom Lake recreational area is part of the district's boundary. Within a two hour drive are historic Gold Rush towns, the Napa Valley wine country, San Francisco, and the Pacific Ocean. Higher education opportunities are within easy driving distance, including the University of California Davis, California State University, Sacramento, William Jessup University and Sierra Community College. Dry summers, low humidity, mild winters, and an average rainfall of 18 inches characterize the climate of the area. Excellent schools,

shopping centers, parks, and a wide variety of year-round youth activities are all part of what makes this area a highly desirable place to live, work, and raise a family.

Parent and community involvement in the schools is very high with strong involvement in parent teacher clubs, the Eureka Schools Foundation, school site councils, district advisory committees and other school and community groups. The district receives less federal and state funding than neighboring districts or most districts in California, but the district's foundation, and other parent groups raise over \$700,000 per year to enhance district programs. Parents actively support the schools and volunteer in the libraries and in many classroom activities, including serving as art, music and science docents.

## THE DISTRICT

The district serves 3,860 students in two middle schools, three fourth-through-sixth grade schools, three K - third grade schools and one special needs preschool. The district is the employer of 215 certificated and 225 classified employees. All certificated employees are fully credentialed for their positions.

The ethnic distribution of its student population is 80 percent white, 8 percent Asian, 5 percent Hispanic, 2 percent African American and less than 2 percent in any other ethnic group. The district grew rapidly for 20 years, but available new lots within the district are few and enrollment has declined from a peak of 4,250 to the current enrollment of 3,860. A good sign of the respect for the district is the fact that over 250 students transfer to the Eureka Union School District from neighboring districts.

Students who reside within the boundaries of the Eureka Union School District move onto Granite Bay High School in the Roseville Joint Union High School District when they graduate from the eighth grade.

Students in the Eureka Union School District perform very well academically, as measured by national and state tests and by success in high school and beyond. Over 50 percent of the district's students who are tested score at or above

the 90th percentile on nationally normed tests. The percentage of students scoring proficient or advanced on the California Content Tests is about twice the rate for the rest of the state. The District Academic Performance Index of 885 was the highest in the Placer, Sacramento, Yolo, Nevada and El Dorado County region, as it has been since the API process began. Eureka Union School District students are regular winners of the Placer County Spelling Bee and in competitions with other districts locally, and even across the country in programs like Destination Imagination and Nature Bowl. Eureka students also outperform their peers across the state in assessments of physical fitness.

## 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

- Master's degree or equivalent is desirable
- Classroom teaching experience preferably in K-8 grades is desirable
- Experience as a site administrator and/or district level administrator is desirable

### PERSONAL CHARACTERISTICS

The Board of Trustees is seeking a person who:

- Exhibits the qualities of honesty, integrity and sincerity when dealing with students, parents, staff, community members and the Board of Trustees
- Is a passionate, strong advocate for the best education possible for all children
- Has a personable, approachable and highly visible leadership style with the ability to create a district climate of cooperation and collaboration
- Is a decisive leader who makes sound, tough decisions in the best interest of students and the district

- Is an inspirational, visionary leader with the ability to see problems and offer a variety of creative and positive solutions
- Is a self-renewing high achiever who practices professional growth and encourages it in others
- Has a commitment to being an active participant in the life of the community
- Is energetic, innovative, organized and follows through
- Is an effective communicator
- Has a good sense of humor

### PROFESSIONAL SKILLS AND ABILITIES

The Board of Trustees is seeking a person who:

- Has a goals-based leadership style that focuses upon students as the first priority in all decisions
- Is committed to academic excellence and to the maintenance of high academic standards
- Has the ability to work with the board as a member of a strong governance team and will ensure that board members receive appropriate information, advice and recommendations that will help them make informed decisions
- Has the ability to meet long range and short term financial needs of the district with a creative approach
- Has the ability to manage district finances in a prudent and effective manner to maximize benefits for students
- Can address the district's declining enrollment and fiscal constraints to effectively meet the education needs of all students
- Has knowledge and experience with alternative education programs, such as charter schools and effective programs for students with special needs
- Is comfortable making difficult decisions and is not afraid of confrontation
- Is a team builder with a talent for building staff morale and eliciting high performance
- Communicates regularly and openly with all members of the school community and is visible in the district