

- Is an effective change agent who has expertise in working with Program Improvement schools in curriculum development, program evaluation, and program planning, which will result in improving academic achievement.
- Will work openly with the board to ensure that the governing board receives appropriate, timely, and accurate information, advice, and recommendations necessary to make informed decisions.
- Is knowledgeable and experienced in managing district finances and resources in a responsible manner, as well as the ability to seek and find new funding sources.
- Has the knowledge and ability to develop strategies for improving district facilities, understands state and district facilities and construction requirements, and can effectively lead a district-wide facilities modernization program.
- Is knowledgeable and skilled in negotiations with the ability to create a positive climate in employer/employee relations.
- Has the ability to select, motivate, train and retain outstanding staff members.
- Is knowledgeable in effective programs for English learners.
- Successfully pursues and develops close working relationships with public agencies in joint projects and community partnerships to provide additional resources and programs to the school district.

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:

Turlock Unified School District
 c/o Dr. Wendell Chun, Dr. Fernando Elizondo, and Molly McGee Hewitt, Advisers
 California School Boards Association
 Executive Search Services
 3100 Beacon Boulevard, Suite Turlock
 West Sacramento, CA 95691

All applicants must provide the following items by the closing date, **February 29, 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/es.
- A personal letter of application stating reasons for interest in the Turlock Unified 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 **February 29, 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.

The board will select candidates for the final interviews, conduct the interviews, and select the

superintendent. Any applicant who contacts a member of the board with the intent of influencing the board’s decision will be disqualified.

Travel expenses for candidates will be the responsibility of the candidate.

Salary and Contract Terms

The Turlock Unified School District Board of Trustees will offer a competitive and negotiable salary, plus fringe benefits. The board will 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 Trustees

	Term Expires
John Sims, President	2011
Timm LaVelle, Clerk	2009
Tami Muniz, Member	2009
Frank Lima, Member	2011
Loren R. Holt, Member	2011
Felica Renshaw, Member	2009
Eileen Hamilton, Member	2011

Applications Close

February 29, 2008 (5:00 p.m.)

Interviews

Interviews are tentatively scheduled for April 11, 12, and 13, 2008.



Turlock Unified School District

is seeking a

Superintendent

The Position

The Board of Trustees of the Turlock Unified School District invites candidates to apply for the position of superintendent of schools. The board is seeking a visionary and experienced leader with strong leadership and positive communication and interpersonal skills.

The ideal candidate will be someone who possesses a strong understanding of curriculum and instruction, with demonstrated success in improving student achievement, the ability to work effectively with all segments of a diverse school community, and the ability to lead the district's facilities and construction program. The successful candidate will also be someone committed to becoming highly visible and involved in the community, schools, and district worksites.

Our Community

In the heart of California's central valley, Turlock is the second largest city in Stanislaus County with a population that has grown steadily from 13,992 in 1970 to over 69,000 today. Turlock is home to California State University, Stanislaus. The University of California, Merced, is 30 minutes away. Turlock provides an unusual opportunity to combine a quality learning environment with a relaxed rural living.

Cultural art experiences, sports activities, 12 parks, a full range of medical facilities, and the attractiveness of the nearby Mother Lode, San Francisco Bay area and the Sierra Nevada add to the pleasure of living in Turlock. Turlock's unique location offers a gateway to recreation where people can delight in swimming, boating, skiing and fishing at nearby Turlock Lake, Modesto Reservoir and Lakes Don Pedro and McClure. Yosemite National Park and the High Sierra are about two hours away.

Our Schools and Students

The Turlock Unified School District began its initial school year on July 1, 2004. Prior to unification, the district was composed of the

separately governed, but commonly administered, Turlock Joint Elementary School District and Turlock Joint Union High School District. Because both districts had a common administration, there has always been a long standing tradition of close cooperation and articulation among elementary, intermediate, and secondary instructional programs.

Turlock Unified School District is made up of one extended day kindergarten school, nine elementary schools, two junior high/middle schools, two comprehensive high schools, and two continuation/alternative education high schools. In addition, the district has one of the largest adult school programs in the central valley.

Turlock Unified School District serves a diverse and dynamic student population of 13,648 students that includes 47 percent Hispanic, 40.5 percent Caucasian, 2 percent African-American, 4.5 percent Asian, .5 percent Pacific Islander, .5 percent Filipino, 1 percent American Indian, and 4 percent other students. They are served by 943 certificated and 727 classified employees. The district has a general fund budget of \$113,796,362. Active and supportive parent clubs provide additional support to the schools.

Pitman High School (2007), Dutcher Middle School (2005), and Dutcher Elementary School (2002) have been recognized as California Distinguished Schools. The district API for 2006 is 722. Special programs include state preschool programs at three elementary school campuses and Head Start programs at four elementary school campuses. Project Grow (0-5) is at three schools. Curriculum options include a No Excuses University Program, extended day kindergarten, dual-immersion program, a math/science magnet program, a performing arts magnet, AVID programs, GATE, and AP classes.

School facilities are a source of pride in Turlock Unified School District with the last four school bonds passed by the community to build a new high school and two new elementary schools, and for high school and elementary school modernization.

Please visit our district Web site at www.turlock.k12.ca.us to learn more about our schools and our district.

Core Values

The Turlock Unified School District values:

- Pre-eminence of Classroom Instruction
- Universal Access and Achievement
- Collaboration
- Client/Service Relationships
- Accountability
- Fiscal Integrity

Mission

- **All schools will strive to meet or exceed the State's Academic Performance target of 800 or higher.**
- All students in grades K-3 will read at or above grade level by the end of grade three.
- All students in grades 4-8 will demonstrate mastery of grade level standards in preparation for the rigor of high school.
- All students will graduate from high school prepared to pursue a higher education or profession.
- All students will value and demonstrate respect for themselves and others.

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 and Administrative Credential required
- Doctorate degree desirable
- Experience as a superintendent or assistant superintendent highly desirable
- Other district level administrative experience desirable
- Principal experience desirable
- Classroom teaching experience desirable

Personal Characteristics

- Is honest, trustworthy, fair, and has the highest level of integrity and ethics
- Is a strong leader who is decisive, directive, inclusive, and/or collaborative as appropriate to the decision
- Has excellent communication skills; demonstrated open and honest communications with the Board, staff, and community
- Creates a district climate of cooperation and collaboration
- Is highly visible and active in the community, schools, and worksites
- Is a people person with strong public and interpersonal skills and a sense of humor
- Is a team builder who recognizes the abilities and contributions of all district staff and motivates them toward excellence
- Has an open door policy, treats people with respect, and has excellent listening skills to enable staff, parents, and community members to address district issues and concerns
- Is accessible and easily approachable by students, staff, employees, community, and Board members
- Is sensitive and responsive to the educational needs and concerns of ethnic, cultural, special needs, and socioeconomic groups
- Has a high level of energy and motivation; is proactive, organized, with a strong work ethic, and professional demeanor
- Is committed to the Turlock Unified School District and the Turlock community

Professional Skills and Abilities

- Has strong curriculum development skills and a commitment to academic excellence, a record of increasing student achievement, and success in closing the achievement gap
- Is an instructional leader with a vision of where the district might go and what the district might become; has the ability to articulate the vision, incorporate other points of view, build a consensus to support it, and to decisively lead the district