



Tehama County is Recruiting for Superintendent of Schools

Tehama County Department of Education
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Tehama County Department of Education
Students • Schools • Districts • Community

Board of Education:

Betty Brown, President – Trustee Area 4
Tim Morehouse, Member – Trustee Area 1
Amanda Harter, Member – Trustee Area 2
Pam Begrin, Member – Trustee Area 3
Carolyn Steffan, Member – Trustee Area 5

OUR COMMUNITY

Located two hours north of Sacramento, rural Tehama County has a history rich in forestry, fishing/hunting and agriculture. The county is home to over 60,000 residents representing a diverse range of socio-economic and cultural backgrounds. Tehama county students are served by fourteen school districts, each with unique programs and services designed to meet the learning needs of our children.

At the Tehama County Department of Education (TCDE), we pride ourselves on our teamwork. Our programs and departments work diligently building school and community partnerships to ensure the best instructional staff, strong instructional programs and comprehensive support structures for all Tehama students. TCDE is recognized across California for its innovative vision and collaborative support of county districts, schools and community agencies.

OUR MISSION

It is the mission of the Tehama County Department of Education to provide a world-class education for all students from early childhood to adulthood. The Department serves our community and region by collaborating with educators, schools, parents and community partners. Together, as a team, we prepare students to live, work, and thrive in a highly connected world.

OUR LOCAL CONTROL AND ACCOUNTABILITY PLAN

The goals of the Tehama County Department of Education Local Control and Accountability Plan are:

1. TCDE will provide the leadership and support services necessary for all Tehama County districts, schools, and educators to be successful with the work of achieving high standards and high achievement for all Tehama County students.
2. TCDE will provide high quality alternative education options for Tehama County residents.
3. TCDE will serve as a representative voice across the region and state for the districts, schools and educators of Tehama County through education advocacy and policy development.

THE POSITION

The County Board of Education invites qualified and successful educational leaders to apply for the position of County Superintendent of Schools. The ideal candidate will be a strong leader with excellent communication and interpersonal skills. The Superintendent must have experience in all areas of district and school administration, including instruction, finance, budget, and personnel administration. The successful candidate will be committed to becoming part of a geographically and socioeconomically diverse community, being highly visible and involved in the Tehama County community and schools. The Tehama County Superintendent has uniquely crucial duties and responsibilities. The duties of the County Superintendent include, but are not limited to: superintend the schools of the County; employ certificated and classified staff; serve as Superintendent to TCDE charter schools; provide fiscal

oversight of each school district within the County; conduct school visits and report on outcomes; enforce the course of study; and ensure the development of a Local Control Accountability Plan for schools and programs operated by the TCDE.

SELECTION PROCEDURES

The Tehama County Department of Education Board will evaluate the qualifications of each applicant. The Board will use the position criteria described below during the screening, interviewing and final decision-making processes. The Board will notify candidates selected for interviews by close of business on March 17, 2016. Interviews will take place during a public meeting on March 22, 2016.

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.

APPLICATION PROCEDURES

Applications must be submitted through EdJoin by 11:59 p.m. on March 13, 2016:

[https://www.edjoin.org/Home/Jobs?rows=50&page=1&sort=postingDate&order=desc&keywords=&searchType=all&states=\[object%20Object\]®ions=53&jobTypes=0&days=0&catID=2&onlineApps=false&recruitmentCenterID=0&stateID=0®ionID=0&districtID=0&countyID=0&searchID=0](https://www.edjoin.org/Home/Jobs?rows=50&page=1&sort=postingDate&order=desc&keywords=&searchType=all&states=[object%20Object]®ions=53&jobTypes=0&days=0&catID=2&onlineApps=false&recruitmentCenterID=0&stateID=0®ionID=0&districtID=0&countyID=0&searchID=0)

Candidates must submit the following documents with their EdJoin application in order to be considered:

- Letter of interest, with original signature, addressing candidate qualifications for Superintendent of Schools as outlined below;
- Current résumé;
- Evidence of California Administrative credential or a written statement of eligibility to obtain appropriate state certification in a timely manner;
- Evidence of Master's degree, Ph. D. or Ed. D., if applicable; and
- Three (3) current (within the last year) letters of reference with original signatures.

SALARY

As an elected official, the successful candidate will be appointed to fulfill the remainder of the current term. The annual salary will be based on the local salary schedule and prorated based upon appointment date. Medical, dental, vision, and other fringe benefits are available. It is the candidate's responsibility to provide the Board with employment eligibility and verification of citizenship in compliance with the Immigration Reform and Control Act. The finalist will also be required to provide the Board with certified transcripts that verify attainment of academic degrees and proof of appropriate credentials.

THE TEHAMA COUNTY BOARD SEEKS A SUPERINTENDENT WHO:

PERSONAL CHARACTERISTICS

- Has high, unquestioned integrity and is honest, fair, compassionate, respectful, approachable, transparent, and trustworthy with the Board, staff, students, and community;
- Works, learns, and leads as a team member, honoring and incorporating the input of others into decision making;
- Maintains a confident, respectful presence in addressing challenges;
- Acts with courage and integrity to resolve problems and reconcile differences, while putting students first;
- Communicates effectively and respectfully with diverse stakeholders by listening and acting to create a climate of trust and transparency;
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of ethics and personal performance;
- Demonstrates strong public and human relations skills, humility and a sense of humor; and,
- Will be personally visible, accessible, and committed to becoming part of the diverse community of Tehama County.

PROFESSIONAL SKILLS AND ABILITIES

- Effectively advocates for public education and the TCDE in creative, collaborative ways;
- Builds excellent relationships with legislators and other state, regional, and local decision-makers;
- Exerts leadership with and within the educational community;
- Is an inspiring educational leader who innovates through thoughtful collaboration with staff, County Board and community input to develop a county vision that maintains a focus on student achievement;
- Develops a strong governance team with the Board and provides the Board with timely and accurate information, including alternatives and options, and recommendations to make informed decisions;
- Provides sound and strategic fiscal leadership;
- Operates with a clear understanding of school finance and legal systems, including an ability to effectively oversee, manage, safeguard and identify additional funding to advance the mission of the TCDE;
- Has knowledge and expertise in data-driven strategic planning;
- Has a track record of and demonstrates a commitment to positive and collaborative working relationships with partners and key stakeholders, including employee associations, school districts, community colleges, community agencies, and local businesses in Tehama County;
- Possesses a deep understanding of Special Education Local Plan Area (SELPA) administrative unit responsibilities, and demonstrates a commitment to providing

continuing administrative leadership support to the initiatives of the Tehama County and the statewide SELPA;

- Has broad knowledge of the state and federal laws relating to education including, but not limited to, personnel requirements, early childhood programs, alternative programs, special education, and charter schools;
- Has leadership experience and demonstrated success in a diverse community with varying cultural, linguistic, and economic backgrounds;
- Is open to new ideas from staff and encourages staff to take thoughtful risks to achieve our shared mission; and
- Possesses knowledge and experience with Common Core State Standards, Local Control Funding Formula, and Local Control Accountability Plans and has experience in integrating technology with curriculum: diverse knowledge of emerging research and best practices in 0 – 22 education programs.

FORMAL EDUCATION, LEADERSHIP EXPERIENCE, AND ACCOMPLISHMENTS

- Demonstrated successfully, progressively responsible leadership in public schools that aligns with the above-identified expectations and applicable to the position.
- A minimum of ten (10) years successful administrative experience in public education; at least five (5) years as a superintendent or assistant superintendent. A school principal with regional or multi-school responsibilities may be considered.
- Master's degree, Ph.D. or Ed. D., is desirable.
- Possess a valid California Administrative credential or be eligible to obtain appropriate state certification in a timely manner.
- Residency requirement may be waived.