

APPLICATION PROCEDURE

All applications will be held strictly confidential. Each applicant is requested to follow the procedures listed below.

Applicant's file will be complete upon the receipt of:

- An official application available at www.edjoin.org or at the Sacramento County Office of Education, Human Resources Department
- A personal letter stating reasons for interest in the River Delta Unified School District Superintendent position
- A resume providing background information about education, preparation, experience, and achievements
- A copy of transcripts
- A minimum of three (3) contemporary letters of recommendation, specific to your skills and knowledge relevant to this position

Submit application materials to: www.edjoin.org

For additional information, please contact:

Sacramento County Office of Education
Human Resources Department
Attention: Coleen Johnson
P.O. Box 269003
Sacramento, CA 95826-9003
Phone: 916-228-2327
Fax: 916-228-2624

Application deadline is **March 11, 2019**.

*The River Delta Unified School District is an
Equal Opportunity Employer.*

EDUCATION AND EXPERIENCE

- Valid California administrative services credential
- Master's degree required; doctorate desired
- Leadership as a site/district level administrator

SELECTION PROCESS

The River Delta Unified School District has engaged the Sacramento County Office of Education in the search for a district superintendent. David W. Gordon, Sacramento County Superintendent of Schools, has been designated to serve as Board Advisor in this process.

Applications will be screened, and candidates with the highest rankings will be interviewed by the River Delta Governing Board. Candidates should note that the Board may conduct a community visit prior to final selection to gather additional information regarding leadership style and working relationships. Interviews are tentatively scheduled for mid-April.

SALARY AND CONTRACT TERMS

The River Delta Unified School District Board of Trustees will offer a competitive and negotiable salary to the successful candidate, based on individual experience and qualifications, plus fringe benefits. Candidates must provide evidence of employability and verification of citizenship.

MISSION STATEMENT

In a diverse community, rich in agricultural and family traditions, the River Delta Unified School District will provide a safe, supportive, rigorous, student-centered education in which all students are prepared to achieve their maximum potential and become productive members of society.

RIVER DELTA UNIFIED SCHOOL DISTRICT



IS SEEKING A
SUPERINTENDENT

BOARD OF TRUSTEES

Alicia Fernandez, President
Don Olson, Vice President
Marilyn Riley, Board Clerk
Chris Elliott, Board Member
Dan Mahoney, Board Member
Jennifer Stone, Board Member
Rafaela Casillas, Board Member

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THE POSITION

The River Delta Unified School District is seeking a superintendent who possesses the skills to continue to keep the focus of the staff, parents, and community on *students*. The new superintendent will build upon the history and tradition of the District to continue a collaborative and supportive environment with high standards and high expectations for students. Along with strong leadership skills, the right candidate will enjoy interacting with the people that live and work in the District's various small communities.

The successful candidate must possess the knowledge and skills to administer all aspects of a small school district with a small district staff: curriculum, human resources, special education, finance, public relations, parent communication, and facilities. The successful candidate will assume leadership of the District on July 1, 2019.

THE COMMUNITY

The River Delta Unified School District is located in three counties—Sacramento, Solano, and Yolo. Although it is a tri-county district, it is served by the Sacramento County Office of Education.

The District is situated in a rural area, with over 1,000 miles of waterways in the Sacramento River Delta. Though rural, it is close to major metropolitan regions including Sacramento, Stockton, Fairfield, and the San Francisco Bay Area. Lake Tahoe and the High Sierra are within easy driving distance.

The District itself lies in the heart of a great recreational area. With the maze of rivers and sloughs that make up the Delta, boating, water skiing, swimming, and fishing are favorite pastimes. The major industry is agriculture, utilizing some of the richest farm land in the United States to produce pears, tomatoes, grapes, and grains.

THE DISTRICT

The Sacramento Delta area where the San Joaquin and Sacramento Rivers converge is unique with its culture and traditions. The history of the Chinese and Japanese settlers is still alive in the buildings constructed over 100 to 150 years ago. Within the River Delta Unified School District, one can find inviting, narrow streets shaded by large, overhanging trees.

The District office is located in Rio Vista which is 45 miles northeast of San Francisco and 35 miles southwest of Sacramento. River Delta is a K–12 district with an enrollment of 1,910. The District has 8 small schools—4 K–6 elementary schools, 2 middle schools, and 2 high schools—serving the communities of Clarksburg, Hood, Courtland, Walnut Grove, Ryde, Locke, Isleton, Rio Vista, Birds Landing, and Collinsville.

The student population is 23.5% English learners and 64.7% socioeconomically disadvantaged. The District is making good progress in closing the achievement gap. There are 242 employees. The dedicated teachers and staff are devoted to the instruction of the students and work to create a positive and safe learning environment. Many of the district employees attended schools in the district and now work at those schools.

Strong parent and community involvement make the District unique. It is the expectation that all administrators participate in District events and establish relationships with the families and community members of this socioeconomically and ethnically diverse cultural area. The small size of the schools allows for personalized communication.

The District is proud of the unique characteristics found within its varied communities. A strong leader is required to address the needs of each community while promoting a common vision for the River Delta Unified School District.



PERSONAL CHARACTERISTICS

- Excellent communication and listening skills
- Respectful, open, and honest in working with others
- Understands and appreciates the benefits of small/rural schools and communities
- Ability to unite and bring communities together to support the schools
- Strong moral character
- Integrity — “Walks the talk”
- A role model for staff and students; a motivator
- Creative; can provide a new perspective
- Approachable and accessible; visible
- A team leader who brings people together
- Emphasis on making others better

PROFESSIONAL SKILLS AND ABILITIES

- Provide strong curriculum leadership
- Commitment to affording all students access to a rigorous curriculum and leadership opportunities
- Able to work with the community to maximize resources
- Able to build morale and trust with staff, students, and the community
- Strong understanding of finance and budget
- Able to build collaborative teams
- Holds high standards for student achievement
- Able to make and stand by difficult decisions
- Experience with employee organizations and negotiations
- Ability to appreciate and maintain what is working in the District, and the courage to work to change what is not