



Information for Applicants for the Position of **SUPERINTENDENT** **ROSS VALLEY SCHOOL DISTRICT**

THE POSITION

The Board of Education of the Ross Valley School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

PROFESSIONAL PROFILE

The Ross Valley School District seeks a superintendent who:

- Has a proven track record of growing academic achievement for all students, including challenging opportunities for gifted, effective programming for special needs children, and second language learners.
- Has a strong educational background including classroom teaching
- Has effective executive leadership experience
- Can handle complex issues
- Knows California public schools' finances and budget development

PERSONAL PROFILE

The Ross Valley School District seeks a superintendent who:

- Is approachable and visible throughout the schools and in the community
- Has a collaborative leadership style and allows for constituency voice in decision-making
- Is innovative, progressive and receptive to ideas
- Is deeply passionate about the work and supportive of staff
- Values and practices a transparent leadership style

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and at least five years' experience as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Dr. Marc Ecker and Dr. Donald Evans of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. The Board will have the opportunity to review all applications submitted. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the District and communities of a candidate prior to a final decision.

SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. This approximate salary range is \$230,000 - \$265,000 (negotiable).

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of introduction
- A fully completed application form
- A resume
- Three current letters of recommendation (within the past twelve months)
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT AND COMMUNITY

The Ross Valley School District (RVSD) has a reputation for outstanding academic achievement, innovative and responsive teaching and supportive and caring parents and staff. We are proud of the academic accomplishments of our students who consistently score well above state averages in the highest performing county in the state. The values of the RVSD community are evident in every classroom throughout the district. We are committed to ensuring every student is successful, engaged in learning and challenged to think critically. We support the social and emotional development of our students and have established a character education program that emphasizes respectful communication and emotional and physical safety. We respect the shared responsibility of stewardship for the earth and giving back to the community through programs of environmental awareness and service to the community.

Our teachers are dedicated professionals who are valued for their expertise and ability to translate complex ideas into engaged learning opportunities for children. Teacher leadership is valued and encouraged. The RVSD staff works hard to ensure that each student is safe and supported every day at school.

The school programs are promoted and enriched by the collaborative efforts of our parents and the community. Parent volunteers provide support in the classrooms, schools and the district. The District Foundation, the YES Foundation, enthusiastically and tirelessly raises funds to support music and art programs as well as other enrichment opportunities. Shared decision making is practiced at the district and site levels.

Our expectations are high for each student. It is the collaborative efforts of students, staff, parents and community members that make our children able to achieve those expectations and make our schools the heart of the community.

Nestled in the heart of beautiful Marin County and less than twenty miles north of the Golden Gate, the Ross Valley School District serves the towns of San Anselmo and Fairfax. Currently, transitional kindergarten (TK) through eighth grade enrollment at our five outstanding campuses (four elementary and one middle school) is approximately 1,800 students. Our eighth graders matriculate into the Tamalpais Union High School District (TUHSD), where the majority attend Archie Williams HS in San Anselmo. Performing academically in the top 5% of California's public school systems, RVSD's students also excel in art, music, poetry, drama, digital arts and more. Our highly engaged and supportive parents and staff are valued essential partners in everything we do and collectively, as a community, we are committed to CLIMB (Collaborate, Learn, Inspire, Mentor and Believe). Our proud tradition of inspiring unlimited possibilities for RVSD's students dates back to 1893, when the first Board meeting of the San Anselmo School District was held.

THE BOARD OF EDUCATION

Rachel Litwack, President
Chris Landles-Cobb, Clerk
Daniel Cassidy, Member
Shelley Hamilton, Member
Ryan O'Neil, Member

The Ross Valley School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Ross Valley School District Superintendent position, please visit <http://www.leadershipassociates.org/active-searches/> and select the listing for this position.

Applications must be completed and returned via email by 5:00 P.M. March 15, 2024

Consultants:

Marc Ecker, Ph.D.
Donald Evans, Ed.D.

Leadership Associates

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For general information, contact:

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