

**Rescue Union School District**

**2.23.17**

	GREEN VALLEY	JACKSON	LAKE FOREST	LAKEVIEW	RESCUE	MARINA VILLAGE	PLEASANT GROVE	Tot.
TR. KDG	23	22	19	43	33	0	0	140
KDG.*	66	70	62	71	59	0	0	328
FIRST	67	64	56	80	77	0	0	344
SECOND	78	76	70	79	72	0	0	375
THIRD	69	73	66	102	67	0	0	377
FOURTH	70	69	97	106	74	0	0	416
FIFTH	84	77	96	100	85	0	0	442
SIXTH	0	0	0	0	0	235	149	384
SEVENTH	0	0	0	0	0	260	200	460
EIGHTH	0	0	0	0	0	276	191	467
SDC		17					23	
*COOL School			1			14		15
<b>TOTAL</b>	<b>457</b>	<b>468</b>	<b>466</b>	<b>581</b>	<b>467</b>	<b>771</b>	<b>563</b>	<b>3792</b>
Ending 15-16	446	453	437	538	435	795	609	3733
Difference	11	15	29	43	32	-24	-46	59

**Low Housing Projection 2016-17	Variance
100	40
329	-1
336	8
344	31
366	11
391	25
395	47
359	25
427	33
447	20
0	40
0	15
<b>3494</b>	<b>298</b>

\*COOL School numbers are not counted in individual school counts only in district total

\*\*Projected enrollment is from Table 10 of the Demographic Study

**NPS 4**

**ENROLLMENT HISTORY**

	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE
<b>2016/2017</b>	<b>3723</b>	<b>3709</b>	<b>3723</b>	<b>3731</b>	<b>3734</b>	<b>3774</b>	<b>3792</b>				
2015/2016	3666	3658	3673	3673	3676	3686	3707	3717	3734	3740	3733
2014/2015	3690	3697	3699	3702	3712	3735	3753	3771	3772	3775	N/A
2013/2014	3797	3775	3770	3776	3774	3797	3804	3821	3823	3825	N/A
2012/2013	3889	3902	3895	3900	3893	3885	3912	3919	3920	3929	N/A
2011/2012	3984	3984	3989	3995	3995	4002	4019	4024	4032	4038	N/A
2010/2011	4124	4088	4070	4071	4074	4083	4092	4099	4097	4095	N/A
2009/2010	4173	4123	4115	4116	4113	4119	4122	4121	4112	4115	4110
2008/2009	4176	4105	4104	4106	4115	4110	4095	4091	4097	4099	4117
2007/2008	4093	4079	4090	4094	4091	4097	4110	4096	4101	4085	4082
2006/2007	3916	3905	3918	3927	3934	3933	3952	3967	3964	3972	3973
2005/2006	3777	3771	3788	3776	3768	3784	3780	3783	3786	3785	3785
2004/2005	3670	3658	3653	3661	3661	3698	3703	3712	3717	3707	N/A
Diff 2015-16	2016-17	57	51	50	58	58	88	85			
Avg Diff			54	52	54	55	60	64			

**ITEM #: 5**  
**DATE: February 28, 2017**

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM: Resolution No. 17-06 - Decrease the Number of Certificated Employees  
Due to a Reduction or Elimination of Particular Kinds of Services**

**BACKGROUND:**

Periodically changes occur which result in the reduction of positions for certificated employees. The Board must formally approve the elimination of a position.

**STATUS:**

Due to elimination of particular kinds of service and reduction of staff, it shall be necessary to reduce positions for the 2017-2018.

<b><u>Position(s)</u></b>	<b><u># FTE Reduction</u></b>
Assistant Principal	1.0 FTE

**FISCAL IMPACT:**

The reduction in work schedules will be reflected in the 2017-2018 budget.

**BOARD GOAL:**

Board Focus Goal IV – STAFF NEEDS:

Attract and retain diverse, knowledgeable, dedicated employees who are skilled and supported in their commitment to provide quality education for our students.

**RECOMMENDATION:**

Adopt Resolution No. 17-06 to initiate a reduction in certificated employee services pursuant to Education Code sections 44949 and 44955.

**RESCUE UNION SCHOOL DISTRICT**

*Resolution to Decrease the Number of Certificated Employees  
Due to a Reduction or Elimination of Particular Kinds of Services*

**Resolution No. 17-06**

**WHEREAS**, Education Code sections 44949 and 44955 permit the Governing Board to reduce or discontinue particular kinds of programs and services not later than the beginning of the following school year; and

**WHEREAS**, the Governing Board of the Rescue Union School District ("District") has determined that it shall be necessary to reduce or discontinue the particular kinds of services of the District described herein no later than the beginning of the 2017-2018 school year; and

**WHEREAS**, it shall be necessary at the end of the 2016-2017 school year to terminate the employment of certain certificated employees of the District as a result of this reduction or discontinuance in particular kinds of services; and

**WHEREAS**, it is the opinion of the Board that it is in the best interest of the District to reduce the number of regular certificated employees of the District as hereinafter set forth;

**NOW, THEREFORE, BE IT RESOLVED** by the Governing Board of the Rescue Union School District as follows:

- A. That the following particular kinds of services be reduced or eliminated as indicated commencing with the 2017-2018 school year:

<u>PARTICULAR KIND OF SERVICE</u>	<u>FTE's</u>
Permanent/Probationary Certificated Assistant Principal, Traditional	1.0

**Total Full-Time Equivalent Reduction: 1.0 FTE**

- B. That due to the reduction or elimination of particular kinds of services the number of certificated employees of the District be terminated pursuant to Education Code section 44955.
- C. That the District Superintendent or designee is directed to send appropriate notices to all employees whose services shall be terminated by virtue of this action pursuant to Education Code sections 44955 and 44949.
- D. Nothing herein shall be deemed to confer any status or rights upon any temporary or categorically funded project certificated employees in addition to those specifically granted to them by statute.

**PASSED AND ADOPTED** at the regular meeting of the Governing Board of the Rescue Union School District on February 28, 2017 by the following vote:

AYES: \_\_\_\_\_

NOES: \_\_\_\_\_

ABSENT: \_\_\_\_\_

ABSTAIN: \_\_\_\_\_

\_\_\_\_\_  
President, Board of Education

I hereby certify that the foregoing is a true and correct copy of a Resolution of the Governing Board of the Rescue Union School District of El Dorado County, California, adopted by said Governing Board at its meeting on February 28, 2017.

\_\_\_\_\_  
Secretary, Board of Education

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM: Superintendent Hiring Process**

**BACKGROUND:**

The Board has asked staff to bring information forward regarding perspective Superintendent Search Firms for the Boards review.

**STATUS:**

With the retirement of the current Superintendent, the Board will discuss the option of hiring search firms to assist in the process for filling the upcoming vacancy for superintendent.

**FISCAL IMPACT:**

NA

**BOARD GOAL:**

Board Focus Goal IV - STAFF NEEDS:

Attract and retain diverse, knowledgeable, dedicated employees who are skilled and supported in their commitment to provide quality education for our students.

**RECOMMENDATION:**

The Board establish a process for filling the upcoming vacancy for the position of Superintendent, Rescue Union School District.



# RESCUE SCHOOLS

## RESCUE UNION SCHOOL DISTRICT

2390 Bass Lake Road, Rescue, CA 95672 ♦ 530-677-4461 ♦ [www.rescueusd.org](http://www.rescueusd.org)

*"Educating for the Future Together"*

### REQUEST FOR PROPOSALS EXECUTIVE SEARCH FIRM SERVICES

**February 28, 2017**

Rescue Union School District ("District") invites proposals from qualified firms, partnerships, corporations, associations, or professional organizations with expertise in public sector executive search consulting to undertake, perform, and complete the tasks set forth in this Request for Proposals ("RFP"). The selected consultant(s) ("Consultant") will provide assistance with the identification and recruitment of candidates for the position of Superintendent.

The Rescue Union School ("District") is a high-performing public K-8 school district that serves the unincorporated communities of El Dorado Hills, Cameron Park, Shingle Springs and Rescue along the Green Valley Road corridor in western El Dorado County. Currently, the District operates seven schools including five elementary schools and two middle schools serving a student population of nearly 3,800 students and is projected to continue to grow! The District employs over 400 certificated and classified staff members and 20+ district leaders. The District's mission is to ensure that every student becomes a lifelong learner by providing a rigorous and relevant 21<sup>st</sup> century education that builds resilience and prepares them for college and career or service to our country and for success in the global economy.

The Consultant will be required to provide all necessary labor, and equipment to complete the work described in this RFP. The Consultant will be requested to enter into an independent contractor agreement with the District as set forth in Exhibit A to this RFP ("Agreement"). Please note that any comments or objections to the form of the Agreement shall be provided in writing before the interview described in Section 4.3 below, and may be the subject of inquiry at the interview.

Interested firms are invited to submit their proposals as described below, with one (1) original and five (5) copies of requested materials to:

**Nancy Brownell, President**  
**Rescue Union School District Board of Trustees**  
**2390 Bass Lake Road**  
**Rescue, CA**

95672 [nbrownell@rescueusd.org](mailto:nbrownell@rescueusd.org)  
g 530-677-4461

Questions regarding this RFP may be directed to Nancy Brownell, contact information above. Please note the submittal schedule below. **All responses must be received by 4:00 p.m., March 9, 2017.**

**REQUEST FOR PROPOSAL SUPERINTENDENT SEARCH FIRM**

This is neither a formal request for bids, nor an offer by the District to contract with any party responding to this RFP. The District reserves the right to reject any and all proposals.

DRAFT

## INSTRUCTIONS FOR SUBMITTING PROPOSALS

### 1. GENERAL

The District intends to select one or more Consultants that best meet the District's needs to provide assistance with the identification and recruitment of candidates for the position of Superintendent. The District may assign all or parts of the work described below to one or more Consultant(s). The criteria on which the District makes its determination will not be limited to the amount of proposed fees, but will also be based on ability and experience as described herein. Each firm submitting a proposal must submit an overall cost for performing the services, as described below.

### 2. SCOPE OF WORK

The Consultant(s) selected as a result of this process shall be responsible for the preliminary scope of work as described in Exhibit B ("Services").

### 3. REQUIRED INFORMATION IN PROPOSAL

All materials submitted to the District in response to this RFP shall remain property of the District.

#### 3.1 FIRM INFORMATION

Provide a summary of the firm's overall capabilities, history, recent and related experience, and expertise. The proposed relationships among all key personnel and support staff that are expected to provide the Services should also be identified. Provide information on the Consultant's most relevant and applicable experience. Provide information on the Consultant's current work load, facilities, resources, and experience that clearly demonstrate the ability to complete the required Services successfully within the time constraints stated. Describe number of years in business and types of business conducted. Identify proportion of overall business that consists of executive search consulting, and proportion of overall business that consists of public school district projects.

#### 3.2 REFERENCE PROJECTS

With regard to the services described in Exhibit B, provide a list of at least five (5) searches conducted for school districts or county offices of education and include the average length of time the candidates remained on the jobs. The reference list should include:

- Client name, contact person, and current telephone number (Note: If the contact person or telephone numbers are incorrect, then the Consultant will receive zero points for that reference);
- Description of services provided;
- Budget performance;
- Schedule performance;
- Key personnel involved; and, as noted above,
- Length of time candidates remained employed.



### **3.3 PROPOSED PROJECT TEAM**

Provide brief resumes of the key personnel anticipated to participate in the required Services and an explanation of the function each key person will perform. Emphasize the experience and abilities relevant to the specific Services described in this RFP. Also provide resumes of the subconsultant's key personnel, if any, and the approximate percentage of time to be assigned. Include a statement committing assigned key personnel to a specific level of participation in providing the services described.

### **3.4 PROPOSED METHODOLOGY AND CAPABILITIES**

Describe the firm's approach to and experience with executive search consulting projects. The proposal shall include a work plan, which delineates the approach to be employed to complete the Services and work tasks described in Exhibit B. The work plan should demonstrate the Consultant's understanding of each task, and should refine and/or expand the Services to reflect the Consultant's approach to completing the work. It should also address the Consultant's capability to complete the required Services within the proposed schedule. It further should address the services required from District personnel to accomplish the goals.

### **3.5 WORK SCHEDULE**

Indicate in the proposal whether the completion of the Services can be realistically completed in more or less time than that stated. The Consultant is encouraged to develop additional detail regarding the work schedule, suggest changes within the constraints of the duration and end dates, and suggest changes to expedite delivery of the requested Services. The schedule for requested Services must be provided for approval by the District.

### **3.6 COST AND FEE SUMMARY**

Provide a detailed confidential fee proposal for the Services described in this RFP.

## **4. DISTRICT'S EVALUATION PROCESS**

### **4.1 SCHEDULE**

- 4.1.1 Submittals, including detailed confidential fee proposal: due by 4:00 p.m., March 9, 2017.
- 4.1.2 Finalists notified: Week of March 10, 2017.
- 4.1.3 Interviews: March 20, 2017, 8:30 a.m. - 5:30 p.m.
- 4.1.4 Final determination/award: March 21, 2017.

### **4.2 SELECTION OF FINALISTS**

The District will review the technical proposals for completeness, clarity, and content. Each proposal will be reviewed to determine if it meets the requirements contained in this RFP. Failure to meet the requirements will be cause for rejection of the proposal. The District may reject any proposal if it is conditional, incomplete or contains irregularities. The District may waive an immaterial deviation in a proposal.

A waiver of an immaterial deviation shall not modify the RFP documents, and it shall not exempt the Consultant from any terms of an executed Agreement, should one be awarded. The criteria for selecting finalists may include, without limitation:

- Experience and performance history of the firm with similar programs;
- Experience and results of proposed personnel;
- References from clients contacted by the District;
- Technical capabilities and track record of their use, and
- Overall responsiveness of the proposal.

Aside from the evaluation process described herein, consultants or their representatives are strictly prohibited from attempting to influence the outcome of the selection by contacting District staff, or other individuals and entities involved in the process of selecting the consultant or awarding the Agreement. Any such attempt to influence selection outside of the proscribed process will be grounds for disqualification.

#### 4.3 INTERVIEWS AND FEE PROPOSALS

Interview: An interview will be conducted with the two or three highest ranked consultants. Rankings will be made by the District following evaluation and scoring of the proposals. The District may choose to increase or decrease the number of firms interviewed. Those firms invited to interviews will be notified of the dates and times of their interviews. The key proposed project staff will be expected to attend the interview. The interview will start with an opportunity for the firm to present its proposal and its project team. The interview will be an opportunity for the District selection committee to review the proposal, the firm's history, and other matters the committee deems relevant to selecting the firm. The committee may inquire as to the firm's suggested approaches to the projects and the issues identified in this RFP.

Any comments or objections to that form of Agreement provided as Exhibit A to this RFP shall be provided in writing before the interview, and may be the subject of inquiry at the interview. Please note that the Agreement reflects the District's standard business practices and is not subject to substantive change.

Fee Proposals: The applicants will be required to submit, with their response to the RFP, a detailed fee proposal in a separate and sealed envelope. This fee proposal shall include all charges and costs proposed to be charged to the District, including rates for extra work.

The fee proposal will consist of a not-to-exceed, lump sum price to complete the Services. This fee quote must be itemized in one of two ways:

1. The fee proposal will show a price for each task described in the Services, or
2. The fee proposal will show a price for components of the work, as defined by the CONSULTANT, that show how the price is derived and how the work will be completed.

District policy and standard business practice allows for reimbursement of approved travel expenses at the current IRS approved mileage rate only. Per diem, lodging, or meal expenses are not allowed.

The District may perform investigations of proposing firms that extends beyond contacting the districts identified in the proposals. Following the interviews, the selection committee will make recommendations to District staff and the Board regarding the candidates and awarding the contract. The criteria for these recommendations will include those identified above, as well as cost considerations based on the fee proposals.

#### **4.4 FINAL DETERMINATION AND AWARD**

The District reserves the right to contract with any entity responding to this RFP for all or portions of the Services, to reject any proposal as non-responsive, and not to contract with any firm for the Services described herein. The District makes no representation that participation in the RFP process will lead to an award of contract or any consideration whatsoever. The District reserves the right to seek proposals from or to contract with any firm not participating in this process. The District shall in no event be responsible for the cost of preparing any proposal in response to this RFP.

The awarding of a contract is at the sole discretion of the District. The District expects to award contract(s) for the Services identified in this RFP at the Board meeting of March 21, 2017.

The District may, at its option, determine to award contract(s) for only phases of the work or for only portions of the Services identified herein. In such case, the successful proposing firm will be given the option not to agree to enter into the Agreement and the District will retain the right to negotiate with any other proposing firm selected as a finalist. If no finalist is willing to enter into a the Agreement for the reduced scope of work the District will retain the right to enter into negotiations with any other firm responding to this RFP.

**EXHIBIT A**  
**FORM OF INDEPENDENT CONTRACTOR AGREEMENT**

**RESCUE UNION SCHOOL DISTRICT**  
**2390 BASS LAKE ROAD, RESCUE, CA 95672**  
**Superintendent Search Services AGREEMENT**

This Agreement is made this \_\_\_\_ day of \_\_\_\_\_, between the Rescue Union School District, hereinafter referred to as "District," and \_\_\_\_\_, hereinafter referred to as "Contractor."

**RECITALS**

District is a school district in the County of El Dorado, State of California, and has its principal place of business at 2390 Bass Lake Road, Rescue, CA 95672.

1. **Term:** This Agreement shall commence on \_\_\_\_\_, and shall continue until \_\_\_\_\_ provided all services under this Agreement are performed in a satisfactory manner. The determination of a satisfactory performance shall be entirely in the judgment and discretion of District. This Agreement may be terminated by either Party with Thirty (30) day's written notice to the other Party.
2. **Services:** Contractor shall perform the following services as detailed in the RFP: Superintendent Search Services for Rescue Union School District.
3. **Equipment and Facilities:** District will not provide Contractor with office space but will provide access to facilities & available equipment at Rescue Union School District Schools. Contractor agrees at all times during its use and occupancy of the premises to comply with all applicable ordinances, laws, and regulations affecting the use and occupancy thereof by Contractor. Contractor will provide equipment and supplies necessary to render services pursuant to this Agreement.
4. **Fee:** For the services rendered pursuant to this Agreement and scope of work in the RFP, Contractor shall be entitled to the following compensation, paid within 4 weeks after receipt of invoice \$ \_\_\_\_\_. A current IRS Form W-9 must be on file prior to first payment.
5. **Devotion of Time:** Contractor shall devote such time and energy to the performance of duties under this Agreement as is necessary for a satisfactory performance.
6. **Expenses:** Contractor shall be responsible for expenses while providing the services in this Agreement.
7. **Tuberculosis and Fingerprint Clearance:** Contractor shall have been tested and free of active tuberculosis pursuant to Ed. Code 49406 and have successfully completed fingerprinting and are free of any convictions for violence, sex or drug pursuant to Ed. Code 45125.1.
8. **Business Licenses and Permits:** As an independent contractor, it shall be the sole responsibility of Contractor to obtain any needed business licenses or permits to conduct business.
9. **Insurance and Taxes:** Contractor shall be independent contractors and not an agent or employee of District under this Agreement. Prior to commencement of services and during the life of this Agreement, Contractor shall maintain a current certificate of policy evidencing its professional general liability insurance coverage and if requested the policy shall name the District as an additional insured. District shall not withhold or set aside income tax, Federal Insurance Contributions Act (FICA) tax, unemployment insurance, disability insurance, or any other federal or state funds whatsoever. It shall be the sole responsibility of Contractor to account for all of the above tax liabilities.

10. **Indemnification & Hold Harmless Agreement:** The District and Contractor hereby respectfully agree, to the fullest extent permitted by law, to indemnify, defend and hold harmless the other Party and its board of trustees, officers, agents, invitees and employees from and against any and all claims, costs, demands, expenses (including attorney's fees), losses, damages, injuries and liabilities arising from any accident, death or injury whatsoever or however caused to the other Parties person or property, due to, arising out of, or related to the negligence of the other Party
11. **Uniform Complaint Procedure:** The District shall follow uniform complaint procedures when addressing complaints alleging unlawful discrimination harassment, intimidation, or bullying against any protected group as identified under Education Code 200 and 220 and Government Code 11135, including actual or perceived sex, sexual orientation, gender, ethnic group identification, race, ancestry, national origin, religion, color, or mental or physical disability, or age, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics in any program or activity that receives or benefits from state financial assistance (5 CCR 4610).
12. **Civil Rights:** The Contractor agrees that it will comply with the Title VI of the Civil Rights Act of 1964 (42 USC §2000d) and all requirements imposed by or pursuant to the regulations of government agencies (including but not limited to 45 CFR Part 80). Contractor agrees that it will comply with Title IX (20 USC 1681), the Americans with Disabilities Act (42 USC 12101 et seq.), the Unruh Civil Rights Act (California Civil Code 51 et seq.) and any other applicable laws.
13. **Entire Agreement:** This Agreement supersedes any and all other agreements, either oral or in writing, between the Parties hereto with respect to the subject matter hereof, and no other agreement, statement or promise relating to the subject matter of this Agreement which is not contained herein shall be valid or binding.
14. **Severability:** In the event that any provision of this Agreement is held invalid or unenforceable by a court of competent jurisdiction, no other provision of this Agreement will be affected by such holding, and all of the remaining provisions of this Agreement will continue in full force and effect.

Rescue Union School District	Date:	
Contractor Name (print) and Signature	Date:	
Contractor Address	Phone Number	E-mail

**EXHIBIT B**  
**SERVICES**

- A. Solicit input from all District stakeholders.
- B. Assist the Board with the development of a hiring profile.
- C. Assist the Board with statewide advertising brochure and advertising for the position.
- D. Assist the Board with the recruitment of high quality applicants who match the established profile.
- E. Assist the Board with the facilitation of the applicant screening process.
- F. Assist the Board with the facilitation of the interview process and a site visit with the final recommended candidate(s).
- G. Conduct preliminary, reference and final background checks.
- H. Assist in the contract process with recommended candidate.
- I. Facilitate a transition of new leadership in the district.
- J. Proposed/Preferred schedule:
  - a. March 21, 2017: Selected search firm commences services
  - b. April 25, 2017: Superintendent candidate applications due
  - c. Week of April 25, 2017: Superintendent candidate paper screening
  - d. Week of May 1, 2017: Superintendent candidate interviews
  - e. May 9 or 30, 2017: Board consideration of applicants

## Execute Search Firms

CSBA/McPherson & Jacobson, LLC  
7905 L Street, Suite 310  
Omaha, NE 68127  
(888) 375-4814

Dave Long & Associates (DL)  
636 Loretta Drive  
Laguna Beach, CA 92651  
(916) 616-6027

El Dorado County Office of Education  
6767 Green Valley Road  
Placerville, CA 95667  
(530) 621-2543

Hazard, Young, Attea & Associates (HYA)  
ECRA Group Inc.  
530 Lytton Ave., 2<sup>nd</sup> Fl.  
Palo Alto, CA 94301  
(847) 318-0072

Leadership Associates (LA)  
50-855 Washington Street,  
#C-205  
La Quinta, CA 92253  
(760) 771-4277

CSBA

McPherson & Jacobson, L.L.C.



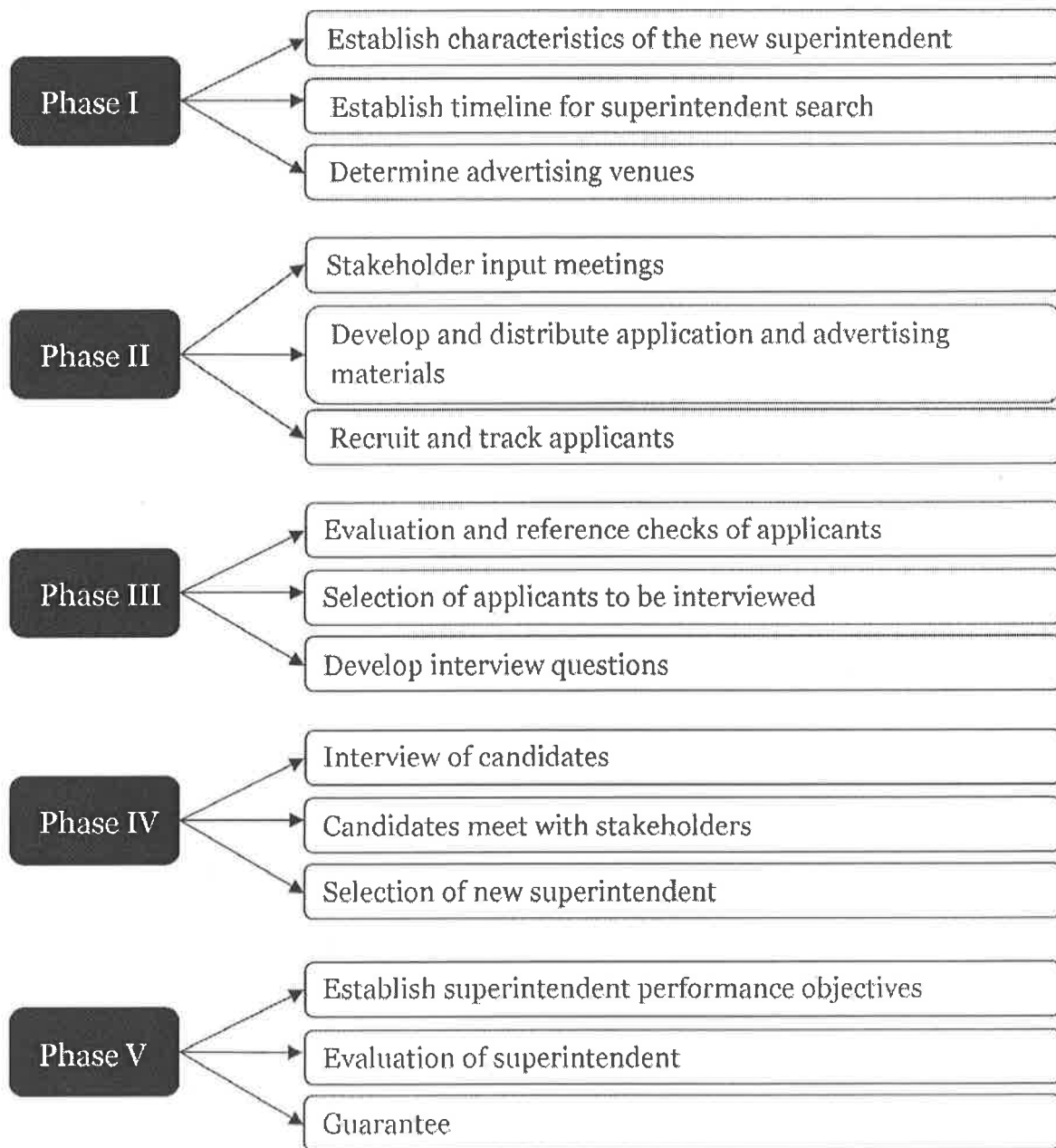
## *Executive Summary*

McPherson & Jacobson L.L.C. provides a comprehensive search process. Below are some of the highlights of our process:

- Our process is comprehensive and provides critical support for the most time consuming aspects of recruiting and screening the candidates, so the board can focus on interviewing and selection.
- Transparency is a hallmark of our protocol. Stakeholder participation emphasizes the transparency of our process.
- We take the entire board through a consensus decision-making process to identify the top criteria for the selection of the new superintendent.
- We meet with groups to ensure broad-based stakeholder input in the selection process. In addition, we provide an online survey to reach out to anyone who could not attend a stakeholder meeting. The consultants will present a comprehensive written report to the board, which includes all of the comments recorded during the input sessions
- McPherson & Jacobson's consultants actively recruit candidates that meet the selection criteria. If desired, we will recruit non-traditional candidates.
- Applicant confidentiality is important to attract top candidates. Names remain confidential until the board selects their finalists.
- We continue to work with your school district until a superintendent is hired and in place.
- Phase V provides a continued commitment to work with your board and new superintendent for one year. We help you collaboratively establish annual performance objectives for the new superintendent's first year. Evidence from previous searches shows this phase to be very positive as it fosters a good transition.
- We are so confident of our ability to identify the district's criteria, recruit and screen applicants against those criteria, and assist during the transition period, that we guarantee our service. If your superintendent leaves for whatever reason during the guarantee period, we will repeat the process for no charge except for actual expenses.

***Our mission is to ensure your search results in  
quality leadership for education excellence.***

## *Five Phases of a Superintendent Search*



(DL)

Dave Long & Associates

# Executive Search Services

## Finding Bold Leaders to Lead in Uncertain Times

Dave Long & Associates Executive Search Services is committed to helping school districts find superintendents who are ready to serve as bold chief executive officers with the necessary blend of knowledge, expertise, attitude, experience, and commitment to lead with heart and passion.

Our superintendent search team works closely with the Board of Trustees to ensure that all stakeholders have an opportunity to be involved in establishing the criteria and leadership profile for the organization's next superintendent. Tailored to the individual needs of each district, our community/staff engagement process is designed to achieve strong levels of input while maintaining confidentiality of candidates involved in the search.

Our consultants have over two decades of combined experience in conducting chief executive searches and more than 70 years of service as district superintendents of schools. Collectively, our talented team of consultants has over 200 years experience in the field of education. They have not only been superintendents of schools, but have served as district and site level administrators and teachers. They also have rich backgrounds as university and college instructors. Our team represents a culturally diverse group of professional educators who maintain a single focus, to assist school systems find and retain top leadership talent.

Consultants are carefully selected to work closely with the Board of Trustees throughout the process. Using the most up-to-date and proven best practices in the field, the consultant will provide guidance and assistance each step of the way. They also help implement an extensive marketing plan for the search. In addition to advertising through professional publications and over the internet, they will make use of our large network of contacts to actively recruit highly qualified candidates that best match the leadership profile developed by the Board of Trustees with input from district stakeholders.

No surprises is our credo! Knowing that the best predictor for future behavior is past behavior, we conduct detailed background checks on all applicants recommended for interviews. Further, once a finalist has been selected we provide state and federal records reviews of personal finances, driving history, criminal background and verify successful attainment of all academic degrees and credentials.

Dave Long & Associates Executive Search Services is dedicated to the success of each candidate ultimately selected by the Board of Trustees. Upon completion of the search, our consultant will conduct a half day workshop with the new governance body (at no additional cost) to ensure a smooth transition of the leadership team. Among the areas discussed during this workshop will be the establishment of governance team norms and protocols, short and long term objectives and development of a superintendent evaluation process and timeline. Dave Long and Associates will maintain contact with the Board and superintendent following the new superintendent's appointment. This is to monitor continued success of the district's new leadership team and be available should there be a desire for additional services such as coaching, board/superintendent workshops and seminars.

Our team of highly trained and experienced consultants enjoys a proven track record of success in assisting Boards of Education throughout California in hiring and retaining gifted leaders for their school districts. For a complete list of references, please contact us. We are THE firm to consider when contemplating a search for a new superintendent.

## Open Searches

**[Yosemite Unified School District](#)**  
Superintendent ([/ess/Details.aspx?id=1058](#))

**[South Monterey Joint Union High School District](#)**  
Superintendent ([/ess/Details.aspx?id=1059](#))

## Pending Searches

**[San Marcos Unified School District](#)**  
Superintendent ([/ess/Details.aspx?id=1060](#))

**Closed Searches**

- Hope Elementary School District 2009**  
Superintendent (/ess/Details.aspx?id=3)
- Lawndale Elementary School District**  
Superintendent (/ess/Details.aspx?id=4)
- Calexico Unified School District**  
Superintendent (/ess/Details.aspx?id=5)
- Val Verde Unified School District 2009**  
Superintendent (/ess/Details.aspx?id=6)
- Hughes-Elizabeth Lakes Union Elementary 2009**  
Superintendent/Principal (/ess/Details.aspx?id=7)
- Mother Lode Union School District**  
Superintendent (/ess/Details.aspx?id=13)
- Reef-Sunset Unified School District**  
Superintendent (/ess/Details.aspx?id=14)
- Natomas Unified School District**  
Superintendent (/ess/Details.aspx?id=15)
- Pixley Union School District**  
Superintendent (/ess/Details.aspx?id=16)
- Big Oak Flat-Groveland Unified School District**  
Superintendent/Principal (/ess/Details.aspx?id=17)
- Grossmont Union High School District**  
Superintendent (/ess/Details.aspx?id=18)
- Planada Elementary School District**  
Superintendent (/ess/Details.aspx?id=19)
- Modesto City Schools District**  
Superintendent (/ess/Details.aspx?id=21)
- Redding School District**  
Superintendent (/ess/Details.aspx?id=22)
- Fall River Joint Unified School District**  
Superintendent/Alternative Education Principal (/ess/Details.aspx?id=23)
- Santa Paula Elementary School District**  
Superintendent (/ess/Details.aspx?id=24)
- Rincon Valley Union School District**  
Superintendent (/ess/Details.aspx?id=25)
- Old Adobe Union School District**  
Superintendent (/ess/Details.aspx?id=26)
- Montebello Unified School District**  
Superintendent (/ess/Details.aspx?id=27)
- Colusa Unified School District**  
Superintendent (/ess/Details.aspx?id=28)
- San Juan Unified School District**  
Superintendent (/ess/Details.aspx?id=29)
- Claremont Unified School District**  
Superintendent (/ess/Details.aspx?id=30)
- The Academy Charter High School**  
Head of School (/ess/Details.aspx?id=31)
- Val Verde Unified School District 2012**  
Superintendent (/ess/Details.aspx?id=32)
- Santa Clara Unified School District**  
SUPERINTENDENT (/ess/Details.aspx?id=33)
- Santa Paula Unified School District**  
Superintendent (/ess/Details.aspx?id=34)
- Panama-Buena Vista Union School District**  
Superintendent (/ess/Details.aspx?id=35)
- El Rancho Unified School District**  
Superintendent (/ess/Details.aspx?id=36)
- San Benito High School District**  
Superintendent (/ess/Details.aspx?id=37)
- Needles Unified School District**  
Superintendent (/ess/Details.aspx?id=38)
- Mountain Empire Unified School District**  
Superintendent (/ess/Details.aspx?id=39)

- Sierra Sands Unified School District**  
Superintendent (/ess/Details.aspx?id=40)
- Auburn Union School District**  
Superintendent (/ess/Details.aspx?id=41)
- San Benito High School District**  
Superintendent (/ess/Details.aspx?id=42)
- Aromas-San Juan Unified School District**  
Superintendent (/ess/Details.aspx?id=43)
- El Segundo Unified School District**  
Superintendent (/ess/Details.aspx?id=44)
- Oakland Military Institute College Prep. Acad.**  
Superintendent (/ess/Details.aspx?id=45)
- Hughes-Elizabeth Lakes Union Elementary 2014**  
Superintendent/Principal (/ess/Details.aspx?id=46)
- El Segundo High School**  
Principal (/ess/Details.aspx?id=47)
- Norwalk-La Mirada Unified School District**  
Superintendent (/ess/Details.aspx?id=48)
- Carpinteria Unified School District**  
Superintendent (/ess/Details.aspx?id=49)
- Fullerton Joint Union High School District**  
Superintendent (/ess/Details.aspx?id=50)
- Santa Maria-Bonita School District**  
Superintendent (/ess/Details.aspx?id=52)
- Santa Maria-Bonita School District RE-OPENED**  
Superintendent (/ess/Details.aspx?id=53)
- Auburn Union School District**  
Superintendent (/ess/Details.aspx?id=54)
- Stockton Unified School District**  
Superintendent (/ess/Details.aspx?id=55)
- Buellton Union School District**  
Superintendent (/ess/Details.aspx?id=1053)
- Hope Elementary School District**  
Superintendent (/ess/Details.aspx?id=1054)
- Grossmont Union High School District**  
Superintendent (/ess/Details.aspx?id=1055)
- Hughes-Elizabeth Lakes Union Elementary 2016**  
Superintendent/Principal (/ess/Details.aspx?id=1056)
- Desert Sands Unified School District**  
Superintendent (/ess/Details.aspx?id=1057)

## PROFESSIONAL SKILLS AND ABILITIES

- Has a commitment to academic excellence and a clear vision for education that maintains a focus on improving student performance
- Has a working knowledge of LCFF and LCAP development
- Has the ability to work effectively with the Board and to provide the Board with relevant, timely and accurate information, alternatives and recommendations that allow them to make informed decisions in a timely manner
- Has demonstrated the ability to manage the district's finances, facilities and resources in a responsible manner as well as the ability to seek and find new funding sources
- Has excellent knowledge of 9 - 12 curriculum and understands current education theory, instructional techniques, curricular expectations as well as laws and regulations at the State and Federal levels
- Understands and supports a balanced curriculum with an interest in maintaining and developing high quality CTE, as well as the visual and performing arts
- Demonstrates an understanding of collective bargaining and the ability to create a positive climate in employer/employee relations
- Can successfully pursue and develop close working relationships with public agencies in joint projects and community partnerships to provide additional resources and programs to the school district
- Has knowledge and expertise in Alternative Education Programs

## Application Procedures

Each applicant is requested to follow the procedures listed. All applications will be held strictly confidential. Those applicants wishing additional information should contact the Board Advisor-Mike Crass, 209-761-2839.

Applications must be submitted **online** to:

### **DLAssoc.com**

South Monterey County Joint Union High School District  
c/o Mike Crass, Advisor  
Dave Long Executive Search Services

## Application Procedures, con't

All applicants must provide the following items by the closing date of **Tuesday, Feb. 28, 2017 (5:00 p.m.)**

- A completed application form
- A personal letter of interest for the position
- A resume providing biographical information about educational preparation, experience and achievements
- A placement file and/or five current letters of professional references describing the applicants performance in previously held positions

## 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 the report of the committee, the Board will select and interview the top candidates. The Board will then select and invite candidates for the final interviews, conduct the interviews and select the Superintendent. Any applicant who contacts a Board member will be disqualified. Travel expenses for those candidates selected for the initial interview will be the responsibility of the candidate.

## Salary and Contract Terms

Competitive and negotiable

## Board of Education

	Term Expires
Paulette Bumbalough, President	2018
David Gaboni, Clerk	2020
Joe Santibanez	2020
Leslie Girard	2018
Paul Dake	2018

## Applications Close

**Tuesday, February 28, 2017 (5:00 p.m.)**

**Interviews tentatively scheduled for March 18 & 19, 2017**



**Executive Search Services**

**SOUTH MONTEREY**  
COUNTY JOINT UNION HIGH SCHOOL DISTRICT

*is seeking a*

**SUPERINTENDENT**



## The Position

The Board of Trustees of the South Monterey County Joint Union High School District is seeking a superintendent with strong district and community leadership skills who is committed to academic excellence for all students. The ideal candidate will be someone who is an excellent leader with exceptional communication skills. The superintendent must be a "generalist" with experience in all areas of district and school administration, including instruction, finance, budget, personnel and Special Education.

## The Community & District History

The South Monterey County Joint Union High School District is located in the Salinas Valley between the Santa Lucia and Gabilan Mountain Ranges known as the "Gateway to Monterey County." It is an area with a rich agricultural history, King City was incorporated in 1911 and Greenfield in 1947. The school district is a joint union school district serving the communities of southern Monterey County and portions of San Benito County. The economy of this area is predominately agricultural with most business and employment opportunities being tied to the agriculture industry. Agriculture is the dominant industry. Thirty-eight (38%) percent of the population is employed by the agricultural sector, followed by other major employers: including education, manufacturing, and retail trade. Agriculture contributes over \$4.38 billion per year to Monterey County's economic output.

The ethnicity of the student body is primarily Hispanic (89%) and White/Non-Hispanic (11%) and supports over 500 English Language Learners.

The South Monterey County Joint Union High School District serves the communities of Greenfield, King City, Bradley, Bitterwater, San Antonio, San Ardo and San Lucas, The school district serves students in two comprehensive high schools: Greenfield and King City High; one continuation school: Portola-Butler; one district charter independent study program: Pinnacle Academy Charter, and an adult school.

## The Community & District History, con't

Greenfield High School opened its doors in 1999 and currently has approximately 1153 students. The school is surrounded by grape vineyards, fields, small businesses and residential housing. As of 2016 the student population was .9% Filipino, 93.21% Hispanic, .35% African American, 1.5% white/non-Hispanic and .2% other. 9% are students with disabilities, 28% are English Learners and 81% are socioeconomically disadvantaged.

The City of Greenfield has a population of 17,000 and is located in the heart of California's Salinas Valley, approximately 135 miles south of San Francisco and 14 miles north of King City. It is centered in one of the most productive agricultural areas in the world. Over 2 billion dollars of fruit and vegetables are produced and shipped annually.

King City High School, which opened in 1911, currently has 1034 students. The ethnicity of the student body is Hispanic 86%, white 9% and 5% other. English Learners comprise 18% of the school population, students with disabilities 17%, socioeconomically disadvantaged 78%.

King City has a population of approximately 18,000 people and is located in the southern Salinas Valley. King City provides easy access to many beautiful areas of California including Pinnacles National Park. Like Greenfield, King City is in the center of a thriving agricultural region made famous by the writings of John Steinbeck.

\*\*\*\*\*

The Board of Education is seeking a highly qualified candidate to be the Superintendent of the district who understands the needs of a diverse community and is committed to giving all students every opportunity to demonstrate excellence.

The district's budget is approximately 26 million dollars. The district has operated under State Oversight since 2009 due to finances. The governing powers were restored in July of 2016. State Superintendent of Public Instruction, Tom Torlakson said, "working with the Board, Staff and Community, Dr. Daniel Moirao, the current superintendent and former State Administrator, has successfully returned the District to fiscal solvency and improved academic achievement." Graduation rates have increased 20% from 72% to 95% in 2016.

## Selection Criteria

The following criterion represents standards which will be used in the evaluation of the applications and in the selection of the superintendent.

### PROFESSIONAL EXPERIENCE AND PREPARATION

- Master's degree and administrative credential required
- Superintendent experience desired
- Some district level experience required
- Principal experience required
- High School teaching experience required
- Bilingual ability desirable

### PERSONAL CHARACTERISTICS

- Has integrity; is honest, fair and trustworthy
- Is accessible and easily approachable; has an open door policy
- Is a people person with strong public and human relation skills and a sense of humor
- Is a decisive leader who can make sound and tough decisions in the best interest of students, holds firm and follows through
- Has excellent communication and listening skills; relates to people at all levels
- Is highly visible and active in the community, schools, work-sites; is committed to becoming part of the rural community the school district serves
- Possesses the ability to assign responsibility, delegate authority; insist on personal and staff accountability; and recognizes exceptional performance
- Has a high level of energy, enthusiasm and motivation; has a strong work ethic and professional demeanor
- Is sensitive and responsive to the educational needs and concerns of English Learners and the cultural diversity in the community
- Is a creative and innovative leader who has the courage to deal with difficult issues and remain focused and positive in stressful situations
- Is committed to team work with the district office staff and school sites



EDCOE

El Dorado County  
Office of Education



# **SUPERINTENDENT SEARCH**

Ed Manansala, Ed.D.  
El Dorado County  
Superintendent of Schools

Coleen M. Johnson  
Executive Director  
Personnel Services

February 2017

# **SUPERINTENDENT SEARCH SERVICES**

This document is submitted as an overview of the services provided by the El Dorado County Office of Education in assisting local school districts with the Superintendent Search.

The County Office of Education will design the Superintendent Search program to the desired needs of the school district. It is paramount in taking on the responsibility of assisting the school district that the County Office of Education staff meets with the governing board to design the specific type of program desired.

Depending upon the desires of the local governing board, it is proposed that community/staff input and involvement be considered in the Superintendent Search process. The County Office of Education can design a model for such input and assistance. County Office of Education staff will also be involved in working with the school district in finalizing the desired qualifications of the candidates.

The County Office of Education will handle all of the announcements and receipt of applications and confidential papers from the applicants.

The paper screening will be handled by County Office of Education staff in cooperation with the desires of the district, utilizing professional educators.

The interview process will generally consist of community representatives and parents as well as staff from the school district in making recommendations to the Board of Trustees. It is proposed that the screening and initial interview process will generate between three and five candidates to be interviewed by the Board of Trustees.

# **ADVANTAGES OF SUPPORT SERVICES FOR SUPERINTENDENT SEARCH**

## **1. Use of Personnel Knowledge of the Community in the Selection Process**

The services for Superintendent Search involve superintendents in similar sized districts assisting with paper screening and/or evaluation of candidates' technical skills.

## **2. Reasonable Cost**

The cost of Superintendent searches has been increasing in recent years. Many districts are paying between \$10,000 and \$15,000 for searches. The County Office of Education is offering a local alternative to school districts, which will result in substantial savings.

## **3. High Level of Local Involvement**

Many districts, as they seek a new superintendent, relinquish control to an outside agency. The County Office of Education's services encourage participation by the board, staff, parents, and community at various levels throughout the process.

# **OVERVIEW**

## **SUPERINTENDENT SELECTION PROCESS**

### **I. Tasks of El Dorado County Office of Education**

1. Meet with Board to determine procedures and calendar of events.
2. Receive Board/Staff/Community/Parent input through interviews and surveys.
3. Prepare draft brochure for Board approval; print and distribute final brochure.
4. Recommend Paper Screening Committee to Board.
5. Assist Board in determining District Interview Team membership.
6. Advertise position, prepare application packets, set up applicant files.
7. Lead the Paper Screening Team in the applicant screen process.
8. With the Paper Screening Team, check references for possible finalists.
9. Recommend selected candidates to the Board for interviews.
10. Arrange logistics of interview, i.e., schedule, packets, meals, etc.
11. Assist District Interview Team in the interview process, i.e., procedures, questions, etc.
12. Report to Board regarding recommended finalists.
13. Assist Board in final interview with extensive reference checks and scheduling the community visit.
14. Coordinate contract negotiations with the Board and the Board's attorney.
15. Assist Board in introducing the new Superintendent to the staff and community.

(HYA)

Hazard, Young, Attea & Associates  
ECRA Group Inc.



# HYA Signature Search Process

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**HYA** Executive Search  
Hazard, Young, Attea & Associates

# The HYA Difference

## National Reach – Local Focus

Established in 1987, Hazard, Young, Attea & Associates (HYA) is one of the oldest and largest search firms having assisted more than 1000 school boards select exceptionally talented leadership in school systems across the nation, large and small, urban and rural. HYA's reputation and experience make it one of the preeminent school search firms in the nation and a standard which others often emulate. HYA Associates are located across the country to conveniently serve clients and are thus uniquely qualified to bring local - as well as national - perspectives, knowledge, experience, and connections to each search.

## The Board Portal

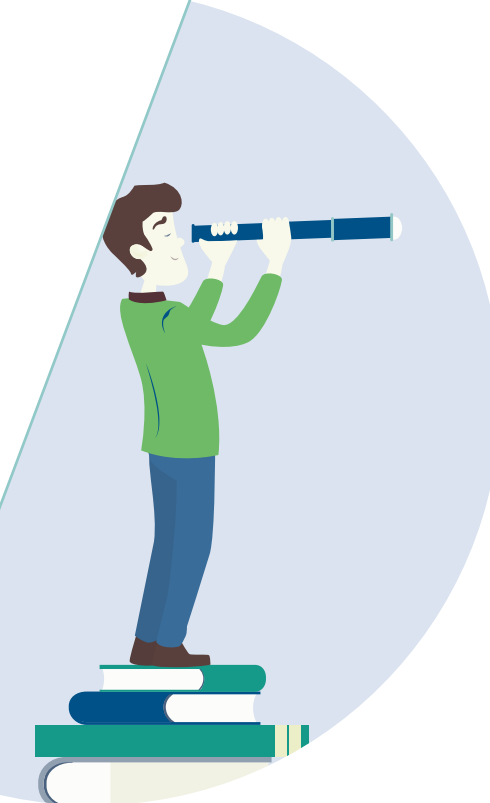
Communication and organization are critical to successful searches. Our web-based delivery system gives the Board anytime, anywhere access to all documents regarding the search. Whether through a tablet, smart phone, laptop or desktop computer, the Board and the search Associates have confidential access to all information associated with the search in an organized, transparent, and timely manner.

## Executive Oversight

Every HYA search has executive oversight by a Regional President, and HYA's Director of Operations serves as project manager to ensure all details are carefully managed. HYA has professionally staffed offices, a technological infrastructure, and a staff of full-time employees. Our tech team serves as a resource to school districts for linking the online community survey and other search materials to their website. These resources make HYA capable of responding to Board's requests in a very timely fashion.

## Research Based

HYA is the leadership division of ECRA group, a premier research and analytics firm with over 35 years of experience supporting school districts in improving student outcomes. HYA's community engagement process and online survey employ research-based approaches to identifying the goals, needs, and priorities of the school system along with the desired characteristics of its next leader. The survey was developed based on research on effective leadership. The resulting Community and Leadership Profile Survey Report provides information on the current state of the District, essential information the Board will use in the selection process and the new leader can use day one of employment. Furthermore, by blending consulting, professional service, and technology, HYA/ECRA group offers transition services and an analytics infrastructure to help the Board and their new leader better understand the interrelationships among school functions, and the impact of decisions and expenditures on student outcomes.

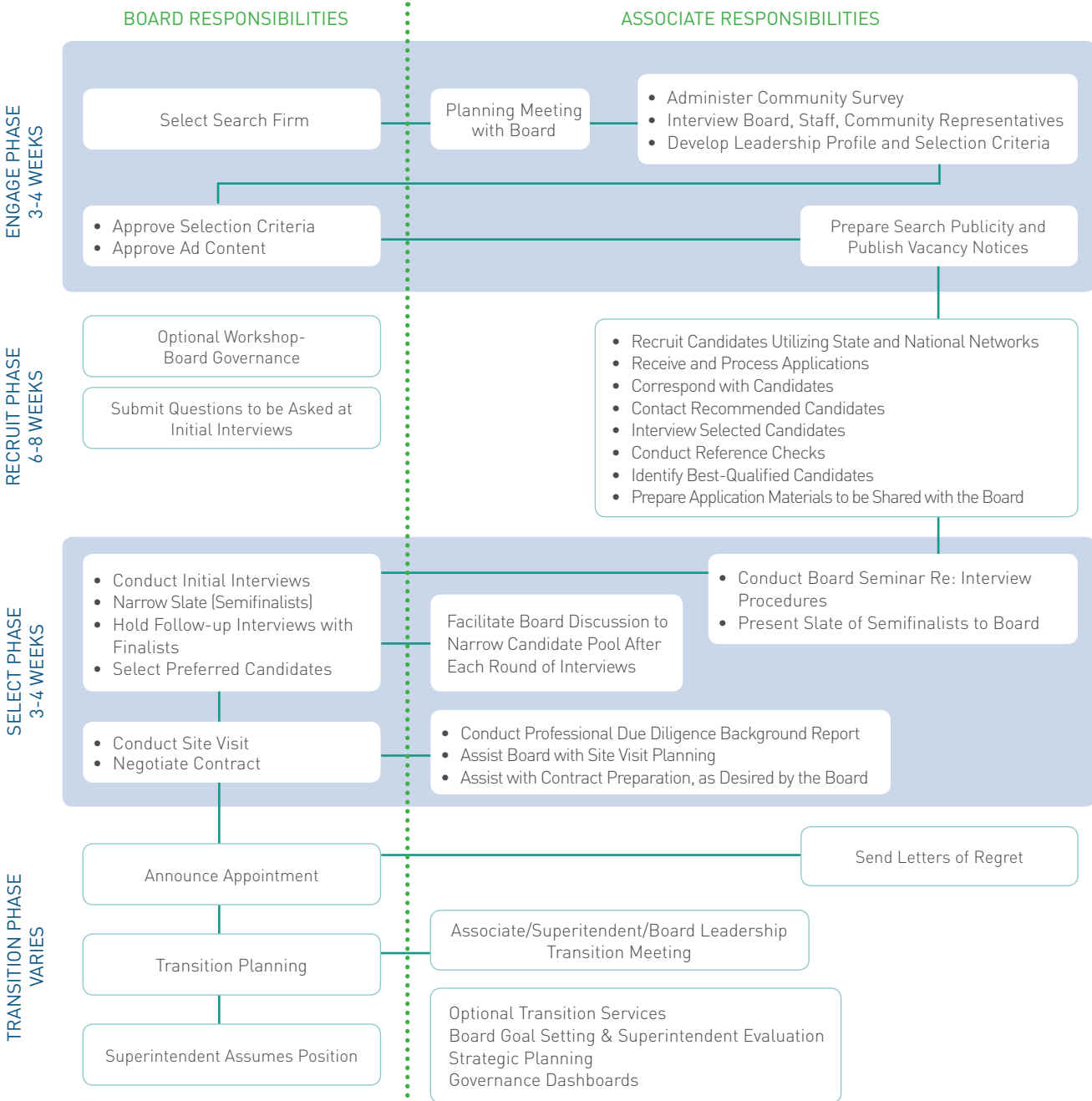




# More Than a Background Check – Executive Due Diligence

HYA’s comprehensive and expanded background checks are completed by independent third-party investigators and include an executive summary allowing for an analysis of findings, not simply dozens of articles and documents for Board members to read. The investigative procedures are comprehensive and thorough with a focus on the public school landscape - well beyond what constituents could produce through a simple internet search. This includes on-site research of primary source documents at relevant county court houses for civil and criminal record history. Additionally news and social media investigations provide a better understanding of a candidate’s leadership style, public relations skills, and reputation.

## HYA Signature Search Process





# The Four Phases of HYA's Signature Search

The process outlined represents a prototypical search. Upon selection, the Associates will meet with the Board to discuss this process and modify it to meet the Board's unique needs. The following is a description of each phase in the search:



## Engage

The Engage phase consists of designing and planning a process of engaging the Board and stakeholders through interviews, online surveys (available in world languages), and focus groups. Information from these interactions assists the Board in developing a leadership profile and selection criteria that match the priorities of the community and that meet the unique needs of the local district. This disciplined, inclusive and research-based approach ensures all stakeholders have the opportunity to be a part of the search process and provides valuable feedback about the school district based on HYA's local research and professional understanding of the district's standing in the broader marketplace. In an effort to be fully transparent to the community, an internet link is provided to the HYA website which details the search process and the vacancy announcement.





## Recruit

The Recruit phase consists of leveraging HYA's extensive national network of Associates across multiple offices and incorporating advertising strategies (as selected and paid for by the Board pursuant to Appendix A) that results in the identification and recruitment of exceptionally talented leaders. HYA can also recruit non-traditional candidates, i.e. executives that have worked in business, military, private or public sector. HYA works in close partnership with state and national organizations with numerous Associates serving on those Boards.



## Select

The Select phase consists of providing the Board with a slate of candidates that were interviewed by HYA Associates using the Leadership Profile established by the Board. HYA Associates are committed to spending the necessary time and energy on the details to find the right candidates to bring to the Board. The search team then facilitates the Board interviews and appointment process including reviewing candidates' references. HYA's ability to gain important background information regarding candidates - beyond what appears on an individual's resume - is a unique and distinguishing characteristic of HYA, and is attributable to the integrity of the firm, Associates, and the vast networks of professional relationships built through years in the education field. A workshop on interviewing and construction of interview questions is facilitated by the Associates for the Board. Executive due diligence including formal background and media checks complete the Select phase (as selected and paid for by the Board pursuant to Appendix B).



## Transition

The Transition phase consists of assisting the Board and new Superintendent to assure a successful transition. Appointing a new leader is the first step toward accomplishing organizational and student goals for success. Included in the search fee is a transition meeting with the new Superintendent and representative(s) of the Board regarding the information learned throughout the search process, in particular, the Community and Leadership Profile Survey. Additional transition services are available (as selected and paid for by the Board pursuant to Appendix C).

(L.A.)

Leadership Associates


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[Leadership Development Services](#)
[Clients & References](#)
[Contact Us](#)


## Search Process

- The Board is our client and directs the search.
- LA provides the expertise to guide the Board to a successful selection.
- In brief, our process includes the following steps:
  - Meet with the Board to develop a profile of the next superintendent
  - Meet with community and staff to solicit their input
  - Develop a position description and website information based on the ideal candidate profile
  - Advertise on a national level
  - Recruit candidates to the profile
  - Check references thoroughly
  - Meet with the Board for its selection of finalists
  - Assist the Board throughout the final interviews and steps to completion of the hiring of the new superintendent

## Selections

Leadership Associates has worked with School Boards in their selection of more than 320 district superintendents since 1996.

In addition, Leadership Associates has conducted searches for the following positions:

- Executive Director – statewide (ACSA and CCEE)
- Superintendent, County Office of Education
- Superintendent and Executive Director, Regional Occupational Program (ROP)
- Assistant/Associate Superintendent
- Chief Academic Officer
- Chief Business Official
- Director; SELPA, Special Education, Human Resources
- Principal; High School, Middle School, Elementary School

Congratulations to School Boards and Superintendents selected in 2016 and 2015!!

### 2016

Amador County Unified School District  
Antioch Unified School District

Amy Slavensky  
Stephanie

## Search Process Flow Chart

Bakersfield City School District	Anello
	Harry "Doc"
	Ervin
Davis Jt. Unified School District	John Bowes
Dublin Unified School District	Leslie Boozer
Newark Unified School District	Patrick Sanchez
Pajaro Valley Unified School District	Helen Rodriguez
Palm Springs Unified School District	Sandra Lyon
Placentia-Yorba Linda Unified School District	Gregory Plutko
Plumas Unified School District	Terry Oestreich
Rancho Santa Fe School District	David Jaffe
San Jose Unified School District	Nancy Albarran
San Ramon Valley Unified School District	Rick Schmitt
Santa Monica-Malibu Unified School District	Ben Drati
Santa Rosa City Schools	Dian Kitamura
Santee School District	Kristin Baranski
Scotts Valley Unified School District	Tanya Krause
West Contra Costa Unified School District	Matthew Duffy

**2015**

Bear Valley Unified School District	Mary Suzuki
Brea Olinda Unified School District	Brad Mason
Burbank Unified School District	Matt Hill
Cabrillo Unified School District	Jane Yuster
California Collaborative for Educational Excellence (CCEE)	Carl Cohn
Carmel Unified School District	Scott Laurence
Castaic Union School District	Steven Doyle
Central Union High School District	Renato Montano
Cypress School District	Anne Silavs
Del Norte County Unified School District	Jeff Harris
Duarte Unified School District	Allan Mucerino
Franklin-McKinley School District	Juan Cruz
Lucia Mar Unified School District	Raynee Daley
Moreland School District	Mary Kay Going
Mountain View-Los Altos Union HSD	Jeff Harding
Novato Unified School District	Jim Hogeboom
Oakley Union School District	Pamela Conklin
Paradise Unified School District	Donna Colosky
Paramount Unified School District	Ruth Perez
Reed Union School District	Nancy Lynch
Rialto Unified School District	Cuauhtemoc Avila
San Bruno Park School District	Cheryl Olson

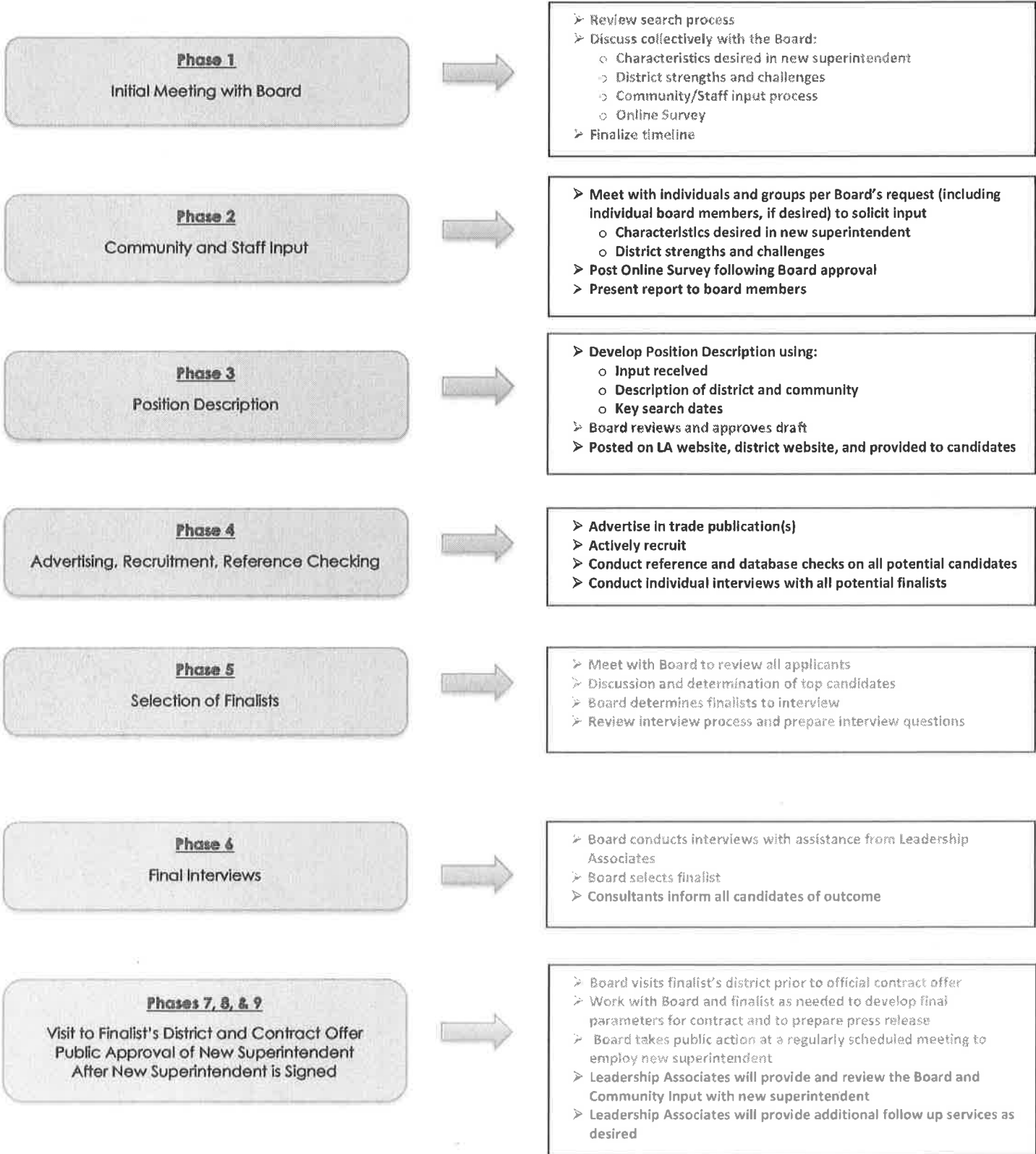
San Mateo Union High School District  
University Preparatory School  
Ventura Unified School District  
WestEd/Gates

Kevin Skelly  
Shelle Peterson  
Michael Babb  
Robert Sheffield

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Leadership Associates | California's Premiere Executive Search Firm

# LEADERSHIP ASSOCIATES SUPERINTENDENT SEARCH PROCESS



Note: Blue text indicates Board participation



**ITEM #: 7**  
**DATE: February 28, 2017**

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM:** Collaborative Opportunities for Online Learning  
COOL School Virtual Academy

**BACKGROUND:**

The COOL School offers an innovative, 21st century learning experience where students have the opportunity to complete coursework online at home. All curriculum is aligned to the California state standards. Students enroll full-time in one of three flexible learning options involving choices of online coursework, face-to-face instruction and traditional independent study. The blended learning model combines virtual learning with face-to-face instruction and allows students rich socialization experiences.

**STATUS:**

The Board will receive information regarding the program and the students who are currently served.

**FISCAL IMPACT:**

NA

**BOARD GOAL:**

Board Focus Goal I – STUDENT NEEDS:

- B. Curriculum and Instruction: Provide a meaningful, innovative learning environment using Common Core, and other student content standards and research-based, progressive, effective instructional methodology, instructional materials, staff development and technology that will ensure student success in career and college.

**RECOMMENDATION:**

For information and discussion

**ITEM #: 8**  
**DATE: February 28, 2017**

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM: United Education Sister School Relationships**

**BACKGROUND:**

This year the Rescue Union School District had the opportunity to partner with United Education for Sister-School Relationships with schools from China. Marina Village, Lake Forest, Jackson and Lakeview all were able to host students and teachers from schools in China. They participated in school classes, activities, language culture study, teacher exchange and stayed in their host family homes for the 5 days they were attending our schools.

**STATUS:**

A visitation team composed of site and district administrators as well as a member of the Board have been invited to visit sister schools in China in advance of a student/teacher visitation. The visit would be very important as we look to organize possible future visits from our schools to China and to continue to deepen the relationships with other schools in our District. The visitation would potentially occur during spring break and would involve no district funding. Costs would be paid by United Education and individual participants.

**FISCAL IMPACT:**

NA

**BOARD GOAL:**

Board Focus Goal I – STUDENT NEEDS:

- B. Curriculum and Instruction: Provide a meaningful, innovative learning environment using Common Core, and other student content standards and research-based, progressive, effective instructional methodology, instructional materials, staff development and technology that will ensure student success in career and college.

**RECOMMENDATION:**

For information and discussion