

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 adviser: Barry E. Reed at 916.212.9905. Applications must be submitted **on-line** to:

DLAssoc.com Redding School District c/o Barry E. Reed.

All applicants must provide the following items by the closing date, March 25, 2011 (**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 Dave Long and Associates' web page at www.DLAssoc.com
- A personal letter of application stating reasons for interest in the Redding School District superintendent position.
- A résumé providing biographical background information about educational preparation, experience, and achievements.
- 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 **March 25, 2011 (5:00 pm)**, deadline.

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 interviews have tentatively been scheduled for April 14, through April 16, 2011.

The board will select multiple candidates for the final interviews. The Superintendent Search Advisory Committee (SSAC), consisting of staff and community members, will interview the final candidates and report perceived strengths and weaknesses to the board. The board will then conduct final interviews and select the superintendent.

Any applicant who contacts a member of the board or a SSAC member with the intent of influencing the board's decision will be disqualified.

Travel expenses for those candidates selected for interviews will be the responsibility of the candidate.

Salary and Contract Terms

The Redding School District Board of Trustees will offer the successful candidate a salary that is competitive and negotiable based on that individual's experience and qualification, including 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 Education

	Term Expires
Denise Yergenson, President	2011
Peggy O'Lea, Member	2013
Scott Gordon, Member	2011
Heather Kelnhofer, Clerk	2011
Stephen Martinez, Vice President	2011

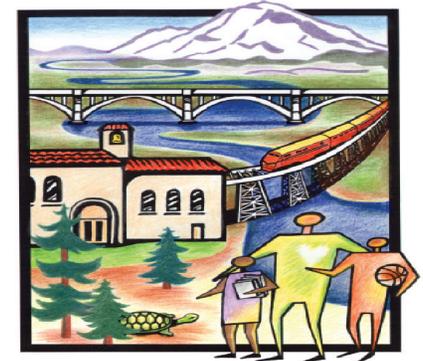
Please note: The board has passed a resolution to extend the terms of candidates whose terms end in 2011. This is a countywide effort.

Applications Close

Friday, March 25, 2011 (5:00 p.m.)



Executive Search Services



**REDDING
SCHOOL
DISTRICT**
Academic Excellence Since 1873

is seeking a

**STRONG, DYNAMIC
SUPERINTENDENT**

Shasta County, California

An Invitation to Lead

We, the Board of Trustees of the Redding School District, are eagerly seeking an experienced and visionary leader for our school district. We have great opportunities for an educational administrator with a passion for public education and the students we serve. Our new superintendent will need to embrace our community and our culture and join us in our continuing quest for excellence.

The Position

Our ideal candidate must possess exceptional interpersonal skills in communication and have an inclusive management style that welcomes and encourages divergent thinking, participation and involvement. A strong understanding of curriculum and instruction is essential. The ideal candidate must also understand the unique challenges of Redding School District. The New Millennium Partnership involves two other small districts: Shasta Union Elementary and Igo-Ono-Platina Union School District. The Board of Trustees is committed to working effectively with the superintendent to foster and maintain strong relationships with these districts and will be asking the superintendent to study these partnerships and make relevant recommendations regarding the future of the New Millennium Partnership.

Our Vision and Mission Statements

Vision: Through the active commitment of parents, community and the schools, **all** students will demonstrate an eagerness to learn, achieve success and be productive, responsible citizens.

Mission: To prepare children for the future by providing knowledge and skills to achieve academic excellence, personal growth, and success in a safe, positive and diverse environment.

The District

Redding is located in one of the most beautiful areas of Northern California. The total enrollment is approximately 3300 students and is comprised of four K-5 schools, two K-8 schools, one 6-8 middle school, home study and independent schools, as well as extensive intervention services and alternative programs.

Core Values

- **Student Success:** Support the success of all students with quality educational programs.
- **Shared Responsibility:** Establish a sense of shared responsibility among all district stakeholders to attack issues in a manner consistent with these core values and which balances the needs of students, employees and operational demands.
- **Mutual respect:** Promote positive professional relationships.
- **Fiscal Responsibility:** Protect and preserve the fiscal health of the district.
- **Long term stability:** Achieve a multi-year agreement that promotes labor peace so that energy can be focused on providing quality education to students, rather than being diverted to divisiveness.

The New Millennium Partnership

The New Millennium Partnership includes schools in the Redding, Shasta Union Elementary and Igo-Ono-Platina Union school districts. Each district within our Partnership maintains its own school board while sharing superintendent and central office services. Ours is a successful partnership model which demonstrates that when districts share services, they are able to share administrative costs which can be used to enhance student programs. As a result of the Partnership, we are able to provide a variety of excellent academic and enrichment programs for our students.

The Community

Our schools are located in Shasta County, nestled in the North end of the Sacramento Valley just south of Lake Shasta. Shasta County is a beautiful community with a family-friendly atmosphere that promotes year-round outdoor and recreational activities. Our residents enjoy an environment of pristine rivers, rolling hills, magnificent mountains and a rich history. The outdoor lifestyle, affordable housing and remarkably low crime rates attract many people from the larger urban areas, creating both a diversified culture and a growing center of commerce and industry.

Recreational visitors can enjoy outdoor activities to suit every taste, including fishing and boating on the Sacramento River as it winds through town. Redding is the largest city north of Sacramento, with a population of 90,000. Its central location on I-5 in Shasta County has made it the nationally recognized market place of Northern California, serving the adjacent counties of Tehama, Trinity and Siskiyou.

To learn more about our community, please visit the Redding Chamber of Commerce website at www.reddingchamber.com

Selection Criteria

The following criteria represent standards that will be used in the evaluation of applications and in the selection of the superintendent.

Professional Experience and Preparation

- Appropriate administrative credentials and academic training to meet the demands of the position
- Experience as a classroom teacher desirable with site level leadership experience
- Current or recent experience serving in an administrative position at a district office is desirable
- Master's degree required, doctorate preferred

Personal Characteristics

The successful candidate will:

- Possess the qualities of personal integrity, honesty, courage and forthrightness in dealing with staff, parents, students, community, and the board.
- Possess a willingness to participate in the community to obtain its respect, secure its cooperation, and lead in its effort to improve the quality of education.

Personal Characteristics, con't

- Be respectful of individuals with diverse opinions and is open to new ideas.
- Hold high expectations for self, staff, and students.
- Demonstrate an appreciation for learning by being a life-long learner.
- Develop trusting relationships throughout the system by holding people accountable, yet recognizing and celebrating success and excellence.
- Have a clear vision for the future of the district and can articulate that vision.
- Possess a visible and active style that promotes accessibility and availability.

Professional Skills and Abilities

The successful candidate will:

- Have excellent communication skills – both oral and written – and a record of effective communication with staff, board, and community.
- Communicate regularly and openly with all segments of the schools and the community, while being visible in the schools and community.
- Be an accessible, active listener with a commitment to the district and the area.
- Work well with board members individually and collectively and understand effective governance practices.
- Have successful experiences working with charter schools.
- Have a history of involving stakeholders in key decisions of the district.
- Have the ability to make difficult decisions in the best interests of students.
- Have strong curriculum leadership skills to develop, implement, and evaluate current educational theory and instructional techniques to enhance the curriculum and instructional programs.
- Understand the dynamics and politics of a small city in a rural community.
- Recognize the importance of extra-curricular programs (i.e., sports, music, drama, etc.) and the role they play in student and community life.
- Demonstrate the ability to manage the district's finances and resources in a responsible manner, as well as the ability to seek and find new funding sources.
- Be a team builder who appreciates the contributions of all.
- Seek and value the potential in others and promote and empower staff at all levels.
- Have a reputation as a leader who follows through and is a "doer."