



Selection Timeline:

1. Application Deadline: March 22, 2018
2. Finalists Selected by Board of Trustees: April 9, 2018
3. Finalist Interviews with Board of Trustees: April 14-15, 2018
4. Selection of New Superintendent: May 10, 2018
5. Starting Date: July 1, 2018

Candidates are asked to not contact board members directly. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws.



Find out more about Denair Unified School District by visiting www.dusd.k12.ca.us

Application & Selection Procedure Available at www.macnjake.com

An application for superintendent should include the following:

- A letter setting forth personal qualifications, experiences and reasons for interest in the position
- A current resume
- A completed application form
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

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Denair Unified School District is an Equal Opportunity Employer.

AN INVITATION TO APPLY FOR THE POSITION OF SUPERINTENDENT



Where students are family and learning comes to life!

Offering superior customer service, exemplary instruction, powerful educational programs in exceptional school environments, Denair Unified School District seeks to be the first and best public school choice in Stanislaus County for those seeking a small school setting.



DENAIR UNIFIED SCHOOL DISTRICT

The Denair Unified School District, Denair, California, Board of Trustees, is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibility of the position July 1, 2018.

McPherson & Jacobson, L.L.C., Executive Recruitment, in collaboration with the California School Boards Association, has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Trustees in identifying and screening candidates.



The District

Denair Unified School District has 1,272 students. The district consists of one charter elementary school (grades K-5), one middle school (grades 6-8), one high school (grades 9-12), and one independent study and homeschool charter school (grades K-12).

The Community

Denair is located in Central California, only a couple hours away from San Jose and San Francisco. The growing Community of Denair is home to 4,404 residents.

The residents of Denair can participate in various events and festivals such as, the Annual Fall Denair Farm and Family Festival, Turlock Christmas Parade, Denair Lions Club, The Ed Foundation, and Monthly Municipal Advisory Committee Meetings.

Board of Trustees

The Board of Trustees consists of five members who are elected to serve four-year terms. The incumbency of the Board members range from 3 to 5 years.

Ray Prock Jr., President

Regina Gomes

Crystal Sousa

John Plett

Kathi Dunham-Filson

An effective communicator with written, oral, and 21st century technology skills. This candidate must be trustworthy, transparent, visible at the school and in the community, inclusive, approachable, friendly. This candidate must be courageous, open, and willing to hear opinions from all stakeholders, whether they are staff, parents, students, or community members -- especially when gathering input for solving critical situations or addressing criticism.

A fiscally responsible manager who has demonstrated fiscal and operational expertise ensuring consistent application of administrative policy, and the ability to implement long-range plans that account for growth and that benefit students yet stay within District approved budget guidelines. A team builder who recruits effectively recognizing the District's needs, delegates responsibilities, builds leadership from within, and provides professional development and guidance to talented employees that align with the District Vision.

A community leader who is excited about and committed to being visible in the schools and engaged with the community in a meaningful and discernible way. A person who can effectively relate to diverse cultures, listen to their needs, dreams and opinions, and is skilled in resolving their issues with the schools. The superintendent is expected to be a person who invites the community to be involved with the schools and likewise models the District's involvement with the community through their own participation in community events and organizations.

An ethical leader that reflects the values of the community and has the courage to do the right thing for students. An individual that follows through on what they say they're going to do. A caring individual characterized by integrity, honesty, humility, patience, sincerity, with a good sense of humor and who has high expectations for self and others.

A passionate educator who is committed to student achievement as integral to the culture of the district and each school. The next superintendent must be an instructional leader who focuses on the "whole child" and is knowledgeable and experienced in the best practices to close "the achievement gap". Denair Unified School District is looking for a leader that leads from the front, is creative and leads and builds a 21st century learning and working environment. The superintendent makes it a priority to visit all schools.

An effective collaborator and relationship builder who has exhibited strong leadership and communication skills and who is seen by the school community as a person willing to listen and is comfortable being with people of various opinions in any setting, in short, a people person. An individual that is accessible, approachable and relates to the community and treats everyone with courtesy and respect.