

The Position

The Board of Education of the Pioneer Union Elementary School District invites qualified educators with strong site and district instructional leadership experience, school financial experience, and managerial abilities to apply for the position of District Superintendent.

The Pioneer Union Elementary School District Board and community have high expectations for student achievement and success. The Superintendent, as chief executive officer, provides overall leadership for the operation of this high performing school system which includes all areas of instruction, finance, budget, personnel, special education, and cooperation with public agencies and the local community.

The Community

Hanford is located in Kings County about an hour away from Kings Canyon National Park and about two hours from the central California coast. Historically, the primary industry of the area has been agriculture, but as the community grows, the economic base has become more diverse.

Lemoore Naval Air Station is only a few miles away and contributes to the economic base of the community, as do several California state prisons within commuting distance.

The District

Pioneer Union Elementary School District, located in Hanford, California, is a growing K-8 school district with three schools: Pioneer Elementary School is a K-5 school of 586 students (currently in year one of school improvement), Frontier Elementary School is a

K-5 school of 436 students (Distinguished School Award in 2012) and Pioneer Middle School is a 6-8 school with 563 students (Distinguished School Award in 2007). The District's two main ethnic groups are Caucasian (45.09%) and Hispanic (38.6%).

The District is currently maintaining enrollment with one new subdivision currently building in the district. In 1994, Pioneer became the first Charter school district in California and has had three five-year renewals, the most recent of which was in 2009. The District has a history of high academic performance and currently has a District API of 872. The schools offer a full range of classes including art, music, computer science and foreign language. The budget is approximately \$10,600,000.00 with an average revenue limit of \$5,179.00 and the reserves are approximately \$3,200,000.00.

The District operates a preschool and a latchkey program. Both of these programs are fee-for-service operations with waiting lists for enrollment.

Selection Criteria

The following criteria represent standards to be used in the evaluation of applications and in the selection of the Superintendent.

Professional Experience and Preparation

- Classroom experience, K-8 preferred.
- Principal experience required.
- Administration Credential required.
- Master's Degree required.
- District office and/or Superintendent experience desirable.

Personal Characteristics

- Is decisive and accepts responsibility for actions.
- Is willing to listen and to consider alternative opinions and ideas.
- Has demonstrated the ability to be an active participant in collaborative management.
- Has open and honest communications with the board, staff and community.
- Uses good communication skills; listens, understands, and responds to community, staff and students.
- Has an understanding of the community and a commitment to being an active participant in the life of the community.
- Is honest, trustworthy, straight forward, and tactful.
- Has unquestioned integrity and demonstrated leadership qualities sufficient to gain the respect and confidence of the public and of the district personnel.
- Is accessible and approachable by students, staff, and community.
- Assigns responsibility, delegates authority, and insists on personal and staff accountability.
- Has skills which result in students, staff, parents and community in feeling that they count and are important.

Professional Skills and Abilities

- Has demonstrated ability to lead the district as it grows related to student housing and enrollment.
- Has the skills in all aspects of District management and long-range planning.
- Has an in-depth understanding and knowledge of school budgeting and school finance at the state, district and school level.
- Has a demonstrated ability to meet the long and short-term financial needs of the District using a creative approach.
- Has a commitment to academic excellence and to the maintenance of high academic standards.
- Accepts and builds on the existing comprehensive programs.
- Has demonstrated experience with alternative education programs including charter schools.
- Has demonstrated success in working with the governing board; is a person who ensures that the board receives appropriate information, advice and recommendations.
- Is a leader with a vision of where the District might go and what the District might become; has the ability to articulate the vision to incorporate other points of view and to decisively lead the District.
- Has expertise in curriculum and development, articulation and options.
- Demonstrates an understanding of collective bargaining and has a positive attitude toward the process.



Application Procedures

All applications will be held strictly confidential. Each applicant is required to follow the procedures listed below. Those applicants wishing additional information should contact:

Barbara Zaino
Assistant Superintendent, Human Resources and Special Education
(559) 589-7094
bzaino@kings.k12.ca.us

Applicants *may not* contact the Pioneer Union Elementary School District Board of Trustees and doing so may result in disqualification of their candidacy and application.

Applications may be obtained from the Kings County Office of Education home webpage www.kings.k12.ca.us or by contacting Barbara Zaino.

Applications are to be sent to:

Barbara Zaino
Assistant Superintendent, Human Resources and Special Education
Kings County Office of Education
1144 West Lacey Boulevard
Hanford, California 93230

All applicants must provide the following items by the closing date, Friday, April 12, 2013, (4:30 p.m.) to be considered:

- A completed Application Information Form. (Please complete as instructed; do not complete by stating "see attached résumé.")
- A personal letter of application stating reasons and qualifications for interest in the Pioneer Union Elementary School District Superintendent position.
- A résumé providing biographical background information about educational preparation, experience, and achievements.
- A placement file and/or five (5) current letters of professional references describing the applicant's performance in previously held positions. Letters of professional reference must be from within the last year.

It is the applicant's responsibility to arrange to have placement papers or reference letters forwarded in time to meet the Friday, April 12, 2013, (4:30 p.m.) deadline. Additional brochures may be requested by calling the Kings County Office of Education at (559) 589-7094.

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.

Both the Board and the District Liaison Council (DLC – consisting of staff and community members) will interview the selected candidates separately on the same day(s). The DLC will report the perceived strengths and weaknesses of the candidates to the Board.

The Board will select candidates for the final interviews, conduct the interviews, and offer a contract to the top candidate. Interviews are tentatively scheduled for May 4, 5 and 6, 2013. Any applicant who contacts a Board Member with the intent of influencing the board's decision will be disqualified.

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

Salary and Contract Terms

The Pioneer Union Elementary School District Board of Education will make an offer of \$115,000.00 to the successful candidate based on that individual's experience and qualifications.

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.

**Pioneer Union Elementary School District
Board of Education**

	Term Expires
Jack Soares, President	2014
Doug Wisecarver, Clerk	2016
Linda Wright, Member	2014
Phil Perkins, Member	2014
Linda Cooley, Member	2016

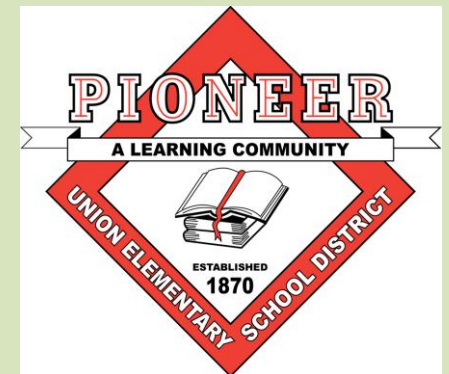
Applications Close

Friday, April 12, 2013 – (4:30 p.m.)

**Barbara Zaino, Assistant Superintendent
Human Resources and Special Education
Kings County Office of Education
1144 West Lacey Boulevard
Hanford CA 93230**

Superintendent

Pioneer Union Elementary School District



Hanford, California