



# Windsor Unified School District

## *Superintendent Vacancy Announcement*

**T**he Windsor Unified School District Board of Trustees is seeking a superintendent who will ensure that the district's students acquire the skills and knowledge for success in a changing world, that the district's schools provide a supportive and nurturing environment for learning, and that responsible behavior and respect for diversity is practiced by all students and staff.

Individuals with the qualifications and leadership skills to serve as the chief executive of this K-12 district are invited to apply. Successful applicants will have the ability to:

**Application  
deadline:  
April 4, 2014**

### **District Strengths**

- Community and district pride in its schools
- Active parent and community involvement
- Unique configuration of elementary schools
- Award-winning schools with highly regarded site leaders
- Successful K-8 dual immersion program

### **District Needs**

- Sound budgetary plan and strategies
- Expanded support for struggling students
- Focus on Common Core implementation
- Expertise in bond financing and facilities
- Effective strategies for closing gaps among student subgroups

### **Desired Superintendent Characteristics**

- Experienced K-12 educator
- Open, approachable team-builder
- Effective communicator with excellent interpersonal skills
- Innovative thinker who can implement change
- Politically astute and visible community leader

- **Lead** the implementation of the Local Control and Accountability Plan to ensure attainment of district goals
- **Provide** direction and fiscal oversight as the structure of school funding evolves under the Local Control Funding Formula
- **Serve** as an instructional leader for Common Core Standards implementation
- **Advance** the district's commitment to a cultural climate that embraces diversity in all schools, classrooms, and offices
- **Maintain** transparency, openness, and integrity when working with all members of the school community
- **Foster** productive relationships with collective bargaining units
- **Inspire** change that will move the district forward

### **About the District**

Windsor Unified School District enrolls over 5,400 students in kindergarten through high school. Elementary students attend four uniquely configured schools, including three schools that serve students in small grade-level clusters (K-1, 2-3, and 4-5). The fourth elementary school is a K-8 Spanish dual immersion dependent charter school. The district also sponsors an independent K-8 charter school.

Windsor serves its secondary students in one middle, one high, and one alternative high school—and each of these schools has earned state recognition for academic excellence. The high school campus, which opened in 2000, has a performing arts center, culinary arts institute, state-of-the-art digital media facility, agricultural center, and extensive advanced placement courses.



Windsor High School



## Application Procedure

The final filing deadline for applications is **April 4, 2014**, at 4:30 P.M. It is the applicant's responsibility to have all forms, materials, and letters submitted in time to meet this deadline. All material will be treated confidentially.

A completed application includes:

- A signed and dated application form or online application
- A letter describing personal qualifications and interest in the position
- A résumé detailing educational preparation, experience, and achievements
- Five letters of recommendation
- Copies of appropriate credentials

Applications may be submitted online at **[www.edjoin.org](http://www.edjoin.org)** or mailed to:

Sonoma County Office of Education  
*Attn: Susie Truelove*  
 5340 Skylane Boulevard  
 Santa Rosa, CA 95403  
 Phone: (707) 524-2677  
 Email: [struelove@scoe.org](mailto:struelove@scoe.org)

**For a job description and online application, go to [www.edjoin.org](http://www.edjoin.org)**

Windsor Unified's student population reflects demographics that are similar to Sonoma County as a whole: 44 percent of the district's students are Latino and 47 percent are White. English learners compose 20 percent of the total district population and 41 percent of students are socio-economically disadvantaged.

The district's Academic Performance Index (API) currently stands at 776, with 58 percent of students testing proficient in English-Language Arts and 45 percent proficient in math. Four of Windsor's schools have been recognized as California Distinguished Schools and the district has earned two California Golden Bell Awards.

Windsor Unified's budget of \$42 million supports a staff of 292 certificated and 228 classified personnel.

## About the Community

Incorporated in 1992, the Town of Windsor is a family-oriented community with small-town character. Located approximately 70 miles north of San Francisco in Sonoma County's wine country, the region was once largely agricultural. The population grew rapidly in the 1980s and now includes over 27,000 residents. Windsor offers a wide variety of services and recreational opportunities, well-planned residential and business areas, an historic downtown, and the popular Town Green, an award-winning mixed-use development. Windsor is proud of its public schools and offers excellent access to higher education, including Santa Rosa Junior College and Sonoma State University.

## Selection Process & Compensation

The selection process for the superintendent will begin immediately following the April 4, 2014, application deadline. A panel of educators will screen all applications and evaluate the qualifications based on the job description for the position. First interviews will be conducted on April 19 for applicants who best meet stated qualifications. Final interviews will take place with the Board of Trustees on April 26. Site visits may be scheduled following the interviews. The successful candidate will begin district employment on July 1, 2014.

The Board of Trustees is offering a multi-year contract with a competitive and negotiable salary based on qualifications and experience.



## Board of Trustees

Oscar Chavez  
 Katy Dillwood  
 Sandra Dobbins  
 Billy Forrest  
 George Valenzuela

*Please do not make direct contact with members of the board*