

The Position

The Board of Trustees of Madera Unified School District invites qualified, successful leaders to apply for the position of district superintendent.

The ideal candidate will be someone who is a strong leader with excellent communications and interpersonal skills. The Board is seeking a superintendent who has a successful track record of improving student achievement and closing the achievement gap.

The successful candidate will also be someone committed to becoming part of the Madera community and being highly visible and involved in the schools and community.

The Community

Just minutes from the Sierra Nevada Mountains and miles from the entrance to Yosemite, the city of Madera offers an oasis retreat in the heart of the San Joaquin Valley. Madera is less than two hours from three national parks.

As a premier residential community, Madera offers both residents and visitors alike an abundance of cultural events, special attractions, miles of trails and open spaces, challenging golf courses and outstanding recreational facilities as well as renowned resorts, restaurants and shopping.

The city of Madera is known as a community with a rich heritage, a diverse population, and a small town atmosphere.

Residents are proud of their small town atmosphere and the feeling of a close-knit "sense of community." There is excellent community support for the schools. The community passed a \$46 million bond passed in 2002 and a \$32.5 million bond passed in 2006.

The District

Madera Unified School District is home to 26 schools and nearly 19,000 students, spanning kindergarten through 12th grade.

MUSD prides itself on being one of the region's most progressive, state-of-the-art school districts. Since 2005, Madera Unified has constructed six new schools. And during that same time, the district has experienced a tremendous growth in student achievement. There is an emphasis on Professional Learning Communities. Curriculum includes research-based, aligned Instructional Action Plans. Career focused programs include the School of Agriculture at Madera South HS and the School of Engineering and Technology at Madera HS. There are strong visual/performing arts, music, and career education programs.

Eight elementary schools have been named California Distinguished Schools and received other state commendations for their excellence. Adams Elementary School is a National Blue Ribbon School. Four elementary schools are designated as Title I Academic Achievement Award Schools.

The district API is 733 with six schools with API's over 800. Student achievement is continuously improving; however, the district is currently designated as a Program Improvement district with thirteen schools in various years of Program Improvement.

District enrollment includes 80% Hispanic, 12% White, 3% African-American, 3% Asian, and 2% Other. The district's annual general fund budget is approximately \$150.7 million. The district employs 700 classified and 1,000 certificated staff.

Our Mission Statement...

Madera Unified Strives For:
The Highest Student Achievement
A Safe and Orderly Learning Environment
Financially Sound and Effective Organization

Our Vision Statement...

The Madera Unified School District will be widely recognized throughout California as a leader in education, where the futures of children are driven by their aspirations, not bound by their circumstances.

Our Motto...

Every Child ... Every Day ... Whatever it Takes!

Selection Criteria

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

Professional Experience and Preparation

Superintendent experience highly desirable
District level experience as assistant superintendent or director required
Principal experience desirable
Classroom teaching experience required, preferably at various levels K-12
Bilingual ability desirable
Doctorate degree desirable
Masters degree and administrative credential required

Personal Characteristics

Has high integrity and is honest, sincere, transparent, fair, and trustworthy; treats others with dignity and respect

Is a "people person" who is approachable, accessible, and possesses exceptional listening skills

Has excellent communications and listening skills and relates to people at all levels

Is a team builder who recognizes the abilities and contributions of all staff, parents, and community members and can unify the district

Personal Characteristics can't

Creates a district climate of cooperation and collaboration

Is a decisive leader who makes sound, difficult decisions in the best interests of students, holds firm, and follows through

Is highly visible and active in the community, schools, and worksites and is committed to becoming part of the community the school district serves

Is a creative and innovative leader who thinks "out of the box"

Has a high level of energy, enthusiasm, and motivation, with a strong work ethic and highly professional demeanor; leads by example to improve district morale

Is sensitive and responsive to the educational needs and concerns of diverse ethnic, cultural, and socioeconomic groups

Professional Skills and Abilities

Has a commitment to academic excellence and a clear vision for education that maintains a focus on improving student performance

Is a visionary leader who can articulate a vision, gain buy-in and support, and successfully implement that vision

Is a strong curriculum leader and understands current education theory, "best practices" instructional techniques, curricular expectations, and laws and regulations at the state and federal levels

Has a successful record of improving student achievement, working with schools in Program Improvement status, and closing the achievement gap with a diverse student population

Understands and supports a balanced curriculum, with interest in maintaining high quality career education, agriculture, music, and visual and performing arts programs

Has the ability to work effectively with the Board and provide the Board with all relevant information, advice, and recommendations to make informed decisions; works with the board to develop a strong governance team

Has excellent fiscal management and school budgeting skills and an in-depth understanding of financial policy at the state, district, and school level

Demonstrates an understanding of collective bargaining and the ability to create a positive climate in employer/employee relations

Possesses ability to assign responsibility, delegate authority, and hold people accountable for results

Has the ability to build partnerships with local government and community businesses