



Information for Applicants for the Position of

SUPERINTENDENT **Kerman Unified School District**

THE POSITION

The Board of Education of Kerman Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

Kerman Unified School District seeks a superintendent who:

- Puts students first and as a focus of all decisions
- Has strong, effective human relations skills and is a "people person"
- Knows and values small rural and Central Valley schools and communities; tight-knit community with family values and family feel
- Is service oriented to staff and community
- Supports staff and values involvement in decision making
- Builds positive, collaborative relationships with staff, parents, and community
- Values and maintains an accountable organization and organizational structure
- Has proven success working with labor leaders; maintains regular meetings with labor leaders
- Takes the time to understand what the traditions are before instituting change
- Leads by example
- Values and appreciates all areas of curriculum, Ag, academics, Career Technical, etc.
- Is the cultural leader of the District
- Respects and acknowledges all levels of employees; gets to know the families and students
- Has a traditional educational experiential background including teaching, site and District-level administration
- Is culturally competent; values and respects diversity of cultures
- Is fiscally responsible
- Understands the value of school and community events; is present and engaged
- Values professional development and learning for all
- Has the ability to coach and develop potential leaders within the District; creates a strong cohesive team
- Will be vested in the District and community for the long-term
- Is fair and follows through on commitments
- Builds and maintains relationships with organizations
- Understands implications from growth on staff and facilities
- Places a high value on safe environments for students and staff

PERSONAL PROFILE

Kerman Unified School District seeks a superintendent who:

- Is honest and trustworthy
- Has high ethical and moral standards
- Has a record of success as a strong leader
- Is approachable and knows the importance of being visible in our schools and community
- Values the importance of teamwork and collaboration

- Is a motivator and team builder
- Has good listening skills
- Is equity minded
- Is trustworthy and trusts others to fulfill their roles
- Is empathetic and caring
- Has a passion for student achievement and puts students first
- Values and demonstrates a transparent leadership style
- Engages with students

DESIRED EDUCATION/EXPERIENCE

- An educator with TK-12 experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- A strong record of partnering with community groups
- Bilingual (desirable)

SELECTION PROCESS

The Board of Education has retained Consultants Juan Garza and Sally Frazier, Ed.D. of Leadership Associates to recruit qualified candidates who match the desired qualities defined by the District. Consultants will screen applications and recommend candidates to the Board for interviews and further consideration. The Board will have the opportunity to review all applications submitted. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the District and communities of a candidate prior to a final decision.

SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. A multi-year contract will be considered.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of application
- A fully completed application form
- A resume
- Three letters of recommendation
- Five professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT AND COMMUNITY

Kerman Unified School District is situated in the center of the San Joaquin Valley approximately 17 miles west of Fresno. The City of Kerman, incorporated in 1946, is located 225 miles north of Los Angeles and 185 miles south of San Francisco. Kerman offers easy access to nearby interstates, rail, and air terminals to the West Coast markets. Kerman is a family-oriented agricultural community that helps make Kerman one of the fastest-growing communities in the Central Valley. The Kerman Unified School District was established in 1983 and is led by a five-person school board. Although the District became unified in 1983, Kerman High School graduated its first class in 1913.

The District has eight schools and enrolls over 5,200 students. The schools include four K-6 schools; Kerman Floyd Elementary, Sun Empire Elementary, Liberty Elementary, and Goldenrod Elementary;

one 7-8 campus Kerman Middle School; one 9-12 campus Kerman High School; and one 7-12 alternative school campus Enterprise High School. Kerman Unified opened a new school in the 2021-2022 school year: The Kerman Unified Online School. The school has been WASC-approved as a TK-12 grade online school. It grew from just over 100 in August to about 420 students by April. The District also has a state preschool program.

Kerman Unified School District enrollment is 85% Hispanic, 8% White 5% Asian, 1% African American, and 1% Other. In addition, 83% of the students are Socioeconomically Disadvantaged, 33% are English Learners, 10% are Special Needs, 3% are Homeless and less than 1% are Foster Youth.

The teachers and staff of the District are dedicated to providing a safe and productive learning experience for all students regardless of ethnicity, gender, disability, sexual orientation, or religion. The educational programs at each of the schools are designed to provide the skills and tools necessary for students to explore their creativity while developing a strong educational base.

The District was fully open for in-person learning at the start of the 2021-2022 school year. Any parents who were still concerned with COVID had the option to enroll their children in the Kerman Unified Online School. The District has increased the opportunities for tutoring before school, after school, and on Saturdays. Schools have increased the number of intervention groups based on the needs of the students.

THE BOARD OF EDUCATION

Jim Volkoff, President
Maria Cantu, Vice President
Kindra Melgoza, Clerk
Daniel Babshoff, Member
Efrain Guizar, Member

Kerman Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Kerman Unified School District Superintendent position visit www.leadershipassociates.org/active-searches and select Kerman Unified School District.

For other inquiries contact Penny Pyle, Executive Assistant, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. September 29, 2022.

Consultants:
Juan Garza
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