

*An Invitation to Apply for the Position of
Superintendent*

***Winters Joint Unified
School District***



Winters, California

The Position

The Board of Education of the **Winters Joint Unified School District, Winters, California**, is seeking a highly qualified, fully certified, educational leader to serve as **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **by November 1, 2022**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, 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 Education in identifying and screening the candidates.



The Qualifications

Winters Joint Unified School District is seeking a creative visionary and instructional leader who wishes to lead a scholar-centered school district. The district is governed by a five-member school board, strongly committed to working as a collaborative governance team with its superintendent. The Board seeks a superintendent possessing a long-term commitment to stability and excellence in education. The ideal candidate will also be able to demonstrate a successful record in planning and organizing programs and activities to sustainably achieve the district's goals and objectives.

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The board recognizes that selecting a superintendent is one of the most important decisions it will make. The board desires candidates that have a proven ability and demonstrated accomplishment for the following position criteria:

1. **An Equity Leader:** A superintendent that values and celebrates the diverse cultural identities amongst the community, staff, and students. They have demonstrated a willingness, understanding, and the courage to engage others in difficult conversations about educational equity. This leader has a deep commitment to equity through empowering each scholar with access to the tools they need to have academic, emotional, and social success. They are an educational leader who understands how to strategically disrupt and dismantle barriers for all scholars while relentlessly addressing their linguistic, racial, social-economic, identity, and cultural needs. This leader has the moral compass and courage to act upon all decisions through implementation and monitoring of equity-focused policy while ensuring that resources are allocated to scholars based on their individual needs. This proven equity leader must be culturally proficient, passionate, yet socially and emotionally intelligent, in the demonstration of intentional and strategic leadership driven by data, research, and promising practices to systemically address educational equity gaps.
2. **An Effective Educator:** The superintendent has the ability to execute the vision for the district that focuses on scholar excellence and achievement. This leader is a creative and innovative public school educator who must be knowledgeable in supervising instructional programs, and has demonstrated the ability to work with staff in developing and implementing best practices in teaching and learning. They must be able to demonstrate experience in implementation of effective curriculum and instruction, assisting in the selection of purposeful professional development, as well as utilization of systems of assessment that all result in a sustained increase in achievement for all scholars.



The Position (continued)

- 3. An Effective Collaborator and Communicator:** This leader demonstrates strong verbal, written, and digital communication skills, and is accessible to all. The superintendent possesses a shared leadership approach and listens to, thinks about, and works to incorporate the thinking of others before making any final decisions. The superintendent must be a team builder who is able to bring people together in unity, establishing trusting, transparent, inclusive, and respectful relationships with the Board, administration, staff, scholars, and community. Specifically, the superintendent must be skilled at building and maintaining a positive culture that results in a cohesive alignment of site and district staff and programs. This leader must be an experienced problem solver who effectively implements an inclusive decision-making process with staff, parents, and the community. It is a priority that the superintendent engages the community by promoting parent participation and support for district activities. 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 and its partners. This leader has a proven track record of success in effectively working with students and communities similar to Winters JUSD.
- 4. A Transparent Leader** This superintendent has a strong principled work ethic who leads by example and expects high standards for self, staff and scholars. They possess the characteristics of honesty, humor, courage, and energy in order to motivate all to perform at high levels of expertise. They act as a role model who is genuine and authentic, possessing characteristics of inclusivity and empathy for all stakeholders. This leader makes decisions, models, and behaves in ways that demonstrate professionalism, integrity, justice, and equity and hold staff to the same standard. This superintendent has the courage and willingness to take positions and action that benefit scholars and the district even when it may be unpopular to do so. They understand how to effectively keep the board informed and engaged in collaborative decision-making. This leader is excited about, and committed to, being visible in the schools and engaged with the community in a meaningful and discernible way. This leader can effectively relate to diverse cultures, listen to their needs, dreams and opinions, and is skilled in resolving their issues with the schools.
- 5. A Strategic Manager:** The superintendent will have the abilities to understand and implement solutions to complex issues of California school finance, education law, collective bargaining and strategic planning. The superintendent must balance this with being a transformational leader who has the knowledge and skills of all aspects of district and site leadership. This specifically includes budget development and the ability to prioritize and equitably direct resources based on scholar needs through utilizing the Local Control Accountability Planning (LCAP) process. They must have the ability to leverage the strengths of staff through empowering them and building trusting relationships to support the creative transition from the vision to practice. The superintendent must be able to implement and monitor personnel practices of evaluation, hiring, and discipline while balancing support and capacity building through professional development including coaching and mentoring.

Requirements:

- Administrative experience at the site and/or district office (preferably cabinet level)
- Teaching experience
- A Master's Degree in the candidate's chosen field

Preferences:

- **Bilingual and biliterate in Spanish**
- **Experience in working in a rural and small district environment**



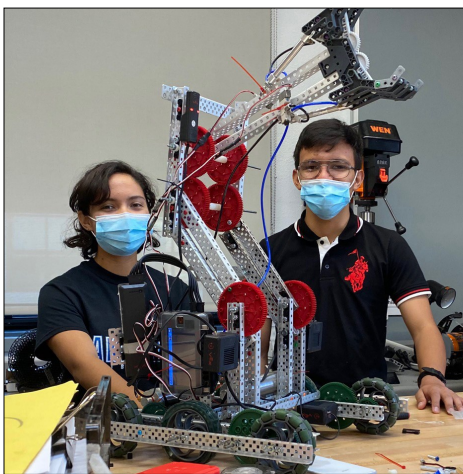
The District

The Winters Joint Unified School District serves over 1500 students in the city of Winters and surrounding unincorporated areas of Yolo and Solano counties. The District currently operates a state preschool program, Waggoner Elementary School (TK-2), Shirley Rominger Intermediate School (3-5), Winters Middle School (6-8), Winters High School (9-12), and Wolfskill Continuation High School/Career Readiness Academy. The student population is approximately 67% Hispanic, 29% Caucasian, 4% other includes Asian, Black/African American, and multiple ethnicities.



Thanks to the generosity of the local Winters community, over the past eight years, the District has been able to provide its scholars and educators with new and upgraded facilities that meet the demands of a 21st century teaching and learning environment. Four facilities bonds were passed: Measures R, D, P, and W in 2014, 2016, 2018, and 2020, respectively.

The District employs approximately 85 highly qualified certificated staff, 10 Pupil Services, 8 administrators, 109 classified staff, 10 supervisory/confidential employees, a chief business officer, an assistant superintendent, and a superintendent. Using the interest-based approach, employee groups and the District have a positive working relationship.



The District offers a variety of resources to aid the teaching staff in reaching the goal of quality education for every student. Resources include psychologists, counselors, nurses, special education teachers, and resource specialists. The District receives state and federal funding for a number of programs including Title I. Excellent programs in visual/performing arts and athletics complement core academic offerings. The Winters community has a rich history of involvement in its schools, enthusiastically supporting a wide variety of co-curricular activities for its children. The District welcomes parent involvement with parental participation high at all grade levels.

The District is fiscally strong with a current year General Fund Budget of \$25 million and a 15% fund balance.

The mission of the Winters Joint Unified School District is to provide a quality education to all of our scholars, ensuring that the entire educational community actively participate and are valuable contributors to our changing society.

The Community

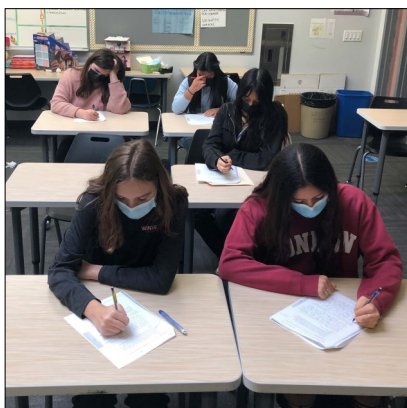
The charming, friendly city of Winters, founded in 1875 and incorporated in 1898, is a community in southwestern Yolo County. The city's current population is approximately 7,000 with an additional 3,000 residing in the surrounding rural area. Winters is nestled at the base of wooded foothills and bounded on the west by Lake Berryessa and the graceful Blue Ridge Coastal Range. Directly to the east lies Interstate 505, with direct and quick connections to both Interstates 5 and 80.

The area opens to a valley of ranches and agricultural farmland, producing outstanding grades of beef cattle and sheep, and an abundance of vegetables, grains, fruit, and nuts. Scenic Putah Creek flows along the southern edge of Historic Winters, and is the gateway to an expansive recreation area of reservoirs, lakes, and parks that are ideal for swimming, boating, fishing, bird watching, camping, picnicking, and hiking.

Winters is within 15 minutes of the city of Davis, University of California-Davis, and the growing Interstate 80 corridor cities of Vacaville and Fairfield. Forty minutes to the east is California's capital city of Sacramento and just over an hour to the west is the San Francisco Bay Area.

During the last decade, Winters has attracted new residents employed in nearby cities and retirees who enjoy the atmosphere of a small city – its open spaces and leisurely pace – or the opportunity to live on small acreage nearby where there is room for horses, orchards, and gardens.

The city of Winters annually celebrates Youth Day in April, the Earthquake Festival in August, and the ever increasingly popular Holiday Tractor Parade in December, to name a few of the community's celebrations.



Board of Trustees

The Board of Trustees consists of five members, elected to serve four-year terms. The incumbency of the members ranges from 2 to 8 years.

Name	Occupation	Years Served
Mrs. Carrie Green	Administrative Assistant	8 years
Mr. Joedy Michael	Realtor	2 years
Dr. Kristin Trott	Emergency Veterinarian	2 years
Ms. Candi Ochoa	Second Grade Teacher	2 years
Mr. Everardo Zaragoza	Mortgage Loan Officer	2 years



Our Vision
***“Inspiring and
 Cultivating
 Pathways to
 Success.”***



MCPHERSON *MJ* JACOBSON, LLC

APPLICATION

available at
www.macnjake.com

11725 Arbor Street, Suite 220
 Omaha, Nebraska 68144
 Phone: (888) 375-4814
 Fax: (402) 991-7168
 E-mail: mail@macnjake.com



An application for superintendent should include:

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

Candidates are asked not to directly contact board members. 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. In the final process, the school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Selection Time Line

- ◆ Closing date for applications: **August 25, 2022**
- ◆ Board of Trustees selects finalists to interview: **September 8, 2022**
- ◆ Interviews with the Board of Trustees: **September 16-17, 2022**
- ◆ Selection of new Superintendent: **October 6, 2022**
- ◆ Start date: **on or about November 1, 2022**

The Winters Joint Unified School District is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin, or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.