

## Salary & Contract

As an elected official, the successful candidate will be appointed to fulfill the remainder of the current term of August 1, 2017 through December 31, 2018. The next election will be held in June 2018. The appointed superintendent is expected to run for office.

The Board of Education determines the salary of the superintendent.

## Application Procedure

Recruitment open exclusively to the leaders of the Nevada County educational community (Nevada County private schools, charter schools, school districts and County Office of Education).

All applications will be held strictly confidential.

Each applicant is requested to follow the procedures listed below.

Candidates must provide the following:

- A completed employment application available from <http://nevco.org/human-resources/>
- A personal letter of interest
- A resumé providing biographical background information about educational preparation, experience and achievements
- Three (3) current letters of professional references describing the applicant's performance in previously held positions

### ***Applications should be sent to:***

Regina Reno, Director of Human Resources  
Nevada County Superintendent of Schools  
380 Crown Point Circle  
Grass Valley, CA 95945  
[rreno@nevco.org](mailto:rreno@nevco.org)  
(530) 478-6400 ext. 2002

**Closing date to apply is March 3, 2017 at 4:00 P.M.**

## Selection Procedure

A screening committee will evaluate the qualifications of each applicant and select the top candidates for an interview. The board will interview the candidates during a public board meeting and the board will select the candidate for appointment to the position.

Any applicant who contacts a member of the board with the intent of influencing the board's decision will be disqualified.

## School Districts

Chicago Park School District  
Clear Creek School District  
Grass Valley School District  
Nevada City School District  
Penn Valley Union School District  
Pleasant Ridge Union School District  
Twin Ridges School District  
Union Hill School District  
Nevada Joint Union High School District

## Charter Schools

Bitney College Prep High School  
EPIC de Cesar Chavez  
Forest Charter School  
John Muir Charter School  
Nevada City School of the Arts  
Sierra Montessori Academy  
Twin Ridges Home Study  
Yuba River Charter School

## Board of Education

Larry Meek, President  
Michelle "Shelly" Sexton, Member  
Bob Altieri, Member  
Ashley Neumann, Member  
Wendy Baker, Member



**Nevada County**  
Superintendent of Schools

### APPLICATION DEADLINE

**March 3, 2017**  
4:00 P.M.

### SCHEDULE

Candidate notification  
March 10, 2017  
for March 14 & 16  
interview

**Nevada County**  
**Superintendent of Schools**  
380 Crown Point Circle  
Grass Valley, California 95945

(530) 478-6400

# Nevada County Superintendent of Schools



**Is Seeking an Experienced,  
Dynamic and Dedicated**

**COUNTY  
SUPERINTENDENT**

**Nevada County  
California**

Recruitment open exclusively to the leaders of the Nevada County educational community (Nevada County private schools, charter schools, school districts and County Office of Education)

### APPLICATION DEADLINE

**March 3, 2017**  
4:00 P.M.

## The Position

The County Board of Education invites qualified and successful educational Leaders to apply for the position of County Superintendent. The ideal candidate will be a strong leader with excellent communication and interpersonal skills. The successful candidate will be committed to becoming part of a geographically and socioeconomically diverse community, being highly visible and involved in the Nevada County community and schools and will be required to establish residency within Nevada County.

The Nevada County Superintendent is an elected position and has uniquely crucial duties and responsibilities. The duties of the County Superintendent include, but are not limited to: superintend the schools of the County; employ certificated and classified staff; provide fiscal oversight of each school district within the County; conduct school visits and report on the outcome; enforce the course of study; and develop a Local Control Accountability Plan for schools and programs operated by the Nevada County Board of Education.

## The Community

Nevada County is in the Sierra Nevada foothills, located in the heart of California's Gold Country on scenic Highway 49, at approximately 2,800 foot elevation. We are approximately 60 miles northeast of Sacramento; Lake Tahoe, Reno and San Francisco are also within easy driving distance. The climate is mild with an average temperature of 86° in July and 23° in January, with four distinct seasons. Grass Valley, together with its neighbor Nevada City, have approximately 16,000 residents. This is one of California's oldest and most historic areas, dating back to the gold rush days. The community is actively involved in the production and promotion of various community events including the arts, music, drama, sports and celebrations of historic traditional holidays. Numerous recreational, outdoor and seasonal activities are available in the foothills and nearby Sierra Nevada Mountains.

## Qualifications & Experience

- Demonstrated successful and progressively responsible leadership in public schools that aligns with the expectations applicable to the position;
- Successful experience as an administrator. Experience as a superintendent is desirable but not required;
- Possess a valid California Administrative credential;
- Understanding of uniqueness of small, rural communities;
- Assertive, proactive educator, with a high level of human relations and communication skills;
- Ability to effectively lead educational leaders.

The finalist will be required to provide Human Resources with proof of appropriate credential, employment eligibility and verification of citizenship in compliance with the Immigration Reform and Control Act.

## Personal Characteristics

- Demonstrates high unquestioned integrity and is honest, fair, compassionate, respectful, approachable, transparent, and trustworthy with Board, staff, students and community;
- Maintains a confident, respectful presence in addressing challenges; acts with courage and integrity to resolve problems and reconcile differences while putting students first;
- Communicates effectively and respectfully with diverse stakeholders by listening and acting to create a climate of trust and transparency;
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of ethics and personal performance;
- Demonstrates strong public and human relation skills, humility and a sense of humor;
- Innovative, creative and supports alternative educational systems.

## Professional Skills and Abilities

- Effectively advocates for public education and the NCSOS in creative, collaborative ways; builds excellent relationships with legislators and other state, regional, and local decision-makers; exerts leadership with and within the educational community;
- Is an aspiring educational leader who innovates through thoughtful collaboration with staff, County Board and community input to develop a County vision that maintains a focus on student achievement;
- Develops a strong governance team with the Board and provides the Board with timely and accurate information, including alternatives and options, and recommendations to make informed decisions;
- Provides sound and strategic fiscal leadership; operates with a clear understanding of school finance and legal systems, including an ability to effectively oversee, manage, safeguard and identify additional funding to advance the mission of the NCSOS;
- Has knowledge and expertise in data-driven strategic planning;
- Has a track record of and demonstrates a commitment to positive and collaborative working relationships with partnerships and key stakeholders, including employee associations, school districts, community colleges, community agencies, and local business in Nevada County;
- Possesses a deep understanding of Special Education Local Plan Area (SELPA) administrative unit responsibilities, and demonstrates a commitment to providing continuing administrative leadership support to the initiatives of the Nevada County SELPA;
- Has broad knowledge of the state and federal laws relating to education, including but not limited to, personnel requirements, early childhood programs, alternative education programs, special education and charter schools;
- Has leadership experience and demonstrated success in a diverse community with varying cultural, linguistic, and economic backgrounds;
- Is open to new ideas from staff and encourages staff to take thoughtful risks to achieve our shared mission;
- Possesses knowledge and experience with Common Core State Standards, Local Control Funding Formula, and Local Control Accountability Plans and has experience in integrating technology with curriculum: diverse knowledge of emerging research and best practices in educational programs.