

The Community

The community of Durham lies in the Sacramento Valley approximately six miles south of the town of Chico. The community is made up of a mixture of agricultural and suburban households. The main crops produced include almonds, walnuts, and rice. As Chico expands, more and more land in Durham is being developed into small ranchettes. Durham still retains a small town environment but has the advantages of being within minutes of a city of approximately 87,000 people. Butte Community College lies within the boundaries of the school district and California State University at Chico is six miles away. The foothills of the Sierra Nevada Mountains and Lake Oroville also lie within minutes of the district.

The District

The district serves a K-12 population of approximately 1074 students. Approximately 78% of the students are Caucasian, 16% are Hispanic, 6% other. Durham Elementary School (K-5) has a population of 437 students. Durham Intermediate School (6-8) serves 262 students and Durham High School (9-12) serves 371 students. Mission Continuation High has a population of approximately 4 students. In addition there is a small Independent Study Program.

Durham Elementary scored an 831 mark on the API, Durham Intermediate 785, and Durham High, 789. Durham graduates have a long history of both academic and employment success.

Durham schools provide a focal point for the community and are well supported and highly thought of not only by the Durham community but by surrounding communities as well.

The Position

The superintendent, as educational leader and chief executive officer, is responsible for the overall vision and management of the district. The administrative staff consists of the superintendent, a business manager, a director of maintenance/operations/transportation, three principals, and a district psychologist. Several classified support staff also assist.

Selection Criteria

The successful candidate shall be a positive proactive leader responsible for developing and implementing the educational philosophy for the district. The Superintendent is expected to have sound strategic and long range planning skills, financial and budget planning experience, and demonstrated experience

in curriculum planning, curriculum articulation, and evaluation of instructional programs. Demonstrated experience in Human Resource Management, including Collective Bargaining and Personnel practices.

Communication skills, decision making, and problem solving skills are a requisite as is demonstrated through positive working relationships with students, teachers, staff, and the community.

Qualifications and Experience

- Current or recent experience serving in a leadership capacity at the district office
- Experience as a principal (Elementary and High School preferred)
- Experience as a classroom teacher (K-12 preferred)
- Demonstrated excellence in leadership and management skills
- A community minded individual who will be adaptable to a rural setting and will be a supportive member of the unique culture of the community and district.

Personal Characteristics

- A demonstrated ability to build team cohesiveness and rapport, with a proven record of creating an atmosphere which promotes professional satisfaction and trust, elicits high performance, and recognizes a highly efficient staff.

- Demonstrates a strong sense of ethics, including honesty and fairness.
- A confident, caring person with effective communication skills who will be approachable and accessible; one who also has a sense of humor.
- Maintains a level of visibility and participation at school sites and in the community; listens and is open to new ideas and will secure meaningful involvement of the board, staff, parents and the community in the educational enterprise.
- Excellent organizational, management, and analytical skills with an understanding of current challenges in education and the ability to exercise leadership in finding solutions.

Application Procedure

Applications will not be considered complete unless all of the following information is received **before 3:00 p.m. on February 19, 2010**. All application material will be held in strictest confidence.

**Applications should be mailed to:
Durham Unified School District
c/o John T. McIntosh, Advisor
P.O. Box 300
Durham, CA 95938**

Those wishing additional information may contact the advisor at 530-895-4675 x221 during normal working hours.

Application packets should include:

- A personal letter of application stating reasons for interest in the Durham Unified School District Superintendent position.
- A completed application form
- A resume
- A placement file and/or five current letters of professional reference describing the applicants' performance on previous held positions.

It is the applicant's responsibility to have all materials to the district **before 3:00 p.m. on February 19, 2010.**

Salary and Contract Terms

The Durham Unified School District Board of Trustees will offer a multi-year contract to the successful candidate. The successful candidate's salary will be negotiable and will be based on regionally competitive salaries and benefit packages, as well as the candidate's qualifications and experience.

Selection Procedure

All applications will be screened by the board and a committee of selected staff and community members. The board and committee will use the described criteria during the screening, interviewing, and final decision-making process. After reviewing the report of the screening committee, the board will select the candidates to be interviewed.

Both the board and the staff/community committee will interview the selected candidates separately on the same day(s).

After consulting with the staff/community committee, the board will select candidates for a second interview with the board. Selected representatives from the board and staff/community committee will also visit the site of selected finalists.

Any applicant who contacts any member of the board or staff/community committee with the intent of influencing the board's decision will be disqualified.

Travel expenses for those candidates selected for the initial interview will be the responsibility of the candidate.

Board of Trustees

	<u>Term Expires</u>
Greg Johnson, President	2012
Bob Bultema, Clerk	2012
Dona Bertain	2010
Greg Sohnrey	2010
Mark Kimmelshue	2012

District Mission Statement



To empower each student to achieve his or her potential to be a knowledgeable, productive, responsible citizen who is a life-long learner, and is able to function successfully with integrity in a complex, changing world."

**Durham
Unified
School
District**



Announces an Opening for
**Superintendent
2010-2011**