



Information for Applicants for the Position of

**SUPERINTENDENT**  
**Farmersville Unified School District**

**THE POSITION**

The Board of Education of Farmersville Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent. The District Superintendent will oversee Curriculum and Instruction.

**PROFESSIONAL PROFILE**

Farmersville Unified School District seeks a superintendent who:

- Will put students first when making decisions
- Knows and values a small rural community
- Will build positive collaborative relationships with staff, parents and community
- Has strong, effective human relations skills and is a “people person”
- Handles stress effectively and is calm under pressure
- Will be vested in the District and community for the long term
- Has the ability to coach and develop potential leaders within the District
- Is skilled in building a team
- Respects and acknowledges all levels of employees; gets to know families and students
- Leads by example
- Has a proven track record of increasing student achievement
- Has a well-rounded experience in different district management areas including budget, finances and human resources
- Has experience working effectively and collaboratively with labor leaders
- Supports staff and values their involvement in decision making
- Has experience building systems, structures and protocols
- Has the commitment and the skills to develop an effective working relationship with Board members

**PERSONAL PROFILE**

Farmersville Unified School District seeks a superintendent who:

- Is approachable and knows the importance of being visible in schools and community
- Is honest and trustworthy
- Values the importance of teamwork and collaboration
- Has effective communication skills
- Is a strong leader
- Has a collaborative leadership style

- Is empathetic and compassionate
- Has a passion and commitment for student achievement
- Values professional development for all
- Is a good listener
- Is humble and admits mistakes
- Is transparent
- Models being a lifelong learner
- Is open
- Is proactive
- Is relational
- Is a motivator

### **DESIRED EDUCATION/EXPERIENCE**

- An educator with K-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 Blanca G. Cavazos, Ed.D. of Leadership Associates to recruit qualified candidates. The 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 range is \$189,000-\$212,000, 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**

Farmersville Unified School District serves approximately 2,500 students in grades TK-12. The District is located in the City of Farmersville which is a rural agricultural community of approximately 10,000 residents in the Central Valley. District schools include three

elementary schools, junior high school, high school, continuation high school, and adult school. The District employs 280 employees and has a General Fund budget of approximately 30 million dollars. The ethnic composition of the District student population is 96% Hispanic, 2% White, and 2% are designated as two or more races. The student subgroup population includes 95% are designated as socio-economically disadvantaged, 36% are designated as English Learners, and the District's unduplicated student percent is 94.6% (English Learners, Low Income, and foster youth).

The vision of the Farmersville Unified School District is "Preparing students to be productive members of society and innovative leaders of tomorrow. Students will be equipped with the necessary skills and tools to be post-secondary prepared, and they will be highly qualified to compete in the global economy." FUSD's district objective is to work collaboratively with all stakeholders to provide a rigorous and engaging course of study for all students. In addition to high-quality curriculum programs, the District will continuously assess student learning and outcomes; and provide researched-based and systematic student interventions to help close the student achievement gap for all students.

## THE COMMUNITY

The City of Farmersville is located in Tulare County, California, in the heart of central California and at the base of the Sierra Nevada mountain range, home to Sequoia National Park and Forest, with Los Angeles 200 miles to the south and the Bay Area 225 miles to the north. Located in the great central California region, comprised of more than 3.4 million residents, the region has a rapidly growing population that is young and culturally diverse.

## THE BOARD OF EDUCATION

Jorge Vazquez, President  
John Alvarez, Clerk  
Isamar Hernandez-Ramos, Member  
Alice Lopez, Member  
John Vasquez, Member

*Farmersville Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS

To request application materials for the Farmersville Unified School District Superintendent position visit [www.leadershipassociates.org/active-searches](http://www.leadershipassociates.org/active-searches) and select Farmersville Unified School District.

For other inquiries contact Penny Pyle, Executive Assistant, at [ppyle@leadershipassociates.org](mailto:ppyle@leadershipassociates.org).

**Applications must be completed and returned via email by 5:00 P.M. on July 1, 2022**

**Consultants: Juan Garza and Blanca G. Cavazos, Ed.D.**

**Leadership Associates**  
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