



The **Plumas Unified School District, Quincy, CA**, Board of Education is seeking a highly qualified superintendent who leads through a lens of equity and with a purpose to improve student achievement. The Board wishes to have the successful candidate assume the responsibilities of the position on July 1, 2025.

A visionary and creative leader who has the ability to effectively interact with **internal and external** partners in order to continue to move and improve educational initiatives that serve our students and families. The Superintendent demonstrates operational expertise and the ability to implement long-range educational and fiscal plans that benefit students. This leader demonstrates strong team-building skills and empowers others leaders by developing their knowledge and skills, delegating responsibilities, building leadership from within, and providing ongoing professional development and guidance. This person is an influential problem solver in the arenas of fiscal management, collective bargaining, facilities, and other operational functions of the District. They have strong management skills and enthusiastically approach the daily operations of the district with flexibility in addressing the pressing issues of the day. They are a decision maker who can evaluate a situation and make the tough call after careful consideration. This leader can successfully multitask while keeping big projects at the forefront.

An educator who is committed to student excellence and achievement. The next superintendent must know the best practices in teaching and learning, be able to implement effective curriculum and instruction, assist in the selection of purposeful professional development, and employ systems of assessment that all result in increased achievement for all students. Plumas Unified School District is looking for a creative and innovative public school educator who possesses current experience and knowledge when supervising the instructional program. This leader must have a commitment to getting results, establishing effective systems and structures, making the tough decisions that will be required, and holding everyone accountable. **The superintendent will understand the challenges and needs of a small, rural school district while also valuing and nurturing the advantages of such a district.**

Communicator and collaborator: The superintendent listens to, thinks about, and works to incorporate the thinking of others before making any final decisions. This leader has strong

verbal, written and digital communication skills and is accessible to all. The superintendent must communicate often and with purpose. The superintendent must be an inclusive leader, a team builder who is able to bring people together establishing trusting, **authentic**, transparent, inclusive, and respectful relationships with the Board, administration, staff, students, parents, and community. A leader that has demonstrated a willingness, understanding and ability to engage others in difficult conversations about educational equity, and what is necessary for all students to achieve and feel safe.

An ethical leader: The superintendent has a strong work ethic **and moral compass**, who leads by example and holds high standards for self, staff, and students. A role model who possesses the characteristics of honesty, courage, accountability, humor, inclusivity, and empathy. This leader must make decisions, model, and behave in ways that demonstrate professionalism, integrity, justice, and equity and hold staff to the same standard.

A community-centered leader who values **small town communities and a rural lifestyle** for themselves and their family. A leader who is excited about and committed to being visible in the schools and engaged with the community in a meaningful and discernible way. This leader must demonstrate cultural competence in bringing together and working collaboratively with the diverse groups and individuals that comprise Plumas County. 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 through their own participation in community events and organizations.

Requirements:

- Successful experience as a teacher and leader at the classroom, site and district levels
- A bachelor's/master's degree or higher with a proven record and desire of continuous learning
- Has a strong working knowledge of best business practices and budget development

Preferences:

- California administrative experience at the cabinet level
- Has a strong working knowledge of best business practices and budget development

Possible Salary range: \$150,000-\$190,000