



Application and Selection Process

The Cosca Group has been retained by the Board of Trustees of the King City Union School District to conduct the search, recruitment, screening, and selection process for the new Superintendent of Schools. Dr. Patrick Sayne and Dr. Donald Remley are the consultants assisting in the search.

Interested applicants must submit all of the following documents prior to 5:00 p.m. on Tuesday, July 20, 2010 to The Cosca Group, 4751 Mangels Boulevard, Fairfield, California, 94534:

- Completed application form, provided by The Cosca Group;
- Personal Letter of Application;
- Resume, including record of professional education and experience; and,
- Five letters from professional references, three of which must be current within the last two years.

Application packets may be obtained by contacting any of the following:

- Dr. Patrick Sayne, (805) 835-3746
- Dr. Donald Remley, (530) 532-1257 or (530) 990-8658
- The Cosca Group office:
4751 Mangels Boulevard
Fairfield, California 94534
(707) 646-2846
Email: tcgcorp@sbcglobal.net
Web page: thecoscagroup.com

During the screening process, reference checks will be made with those persons familiar with candidates' professional performance. Board members will visit the district and community of the final candidate. All aspects of the search will be kept confidential.

Send Completed Application and Related Information to:

The Cosca Group
Dr. Patrick Sayne and Dr. Donald Remley
4751 Mangels Boulevard
Fairfield, California 94534

Application Deadline: 5:00 p.m., July 20, 2010

BOARD OF EDUCATION

Mike Howard	President	2011
Andy Nuno	Clerk	2013
Vina Paramo-Alonzo	Member	2013
Don Reynolds	Member	2013
Shannon Valladarez	Member	2011

Any candidate who contacts or attempts to contact a Board member to influence the selection process will automatically be disqualified from further consideration.

Contract Terms

The successful candidate will be offered a multi-year contract with a competitive and negotiable salary based upon qualifications and experience.

King City Union School District does not discriminate on the basis of gender, age, religion, race, national origin, sexual orientation, or disabilities in its educational programs and activities or in the recruitment and employment of personnel.



KING CITY

Union School District



*Seeks an Experienced
and Skilled
School Administrator
and Educator
to become*

SUPERINTENDENT OF SCHOOLS



The District and Community

King City Union School District is located on Highway 101 in South Monterey County in the heart of Salinas Valley. The District offers a quality education to 2,400 students in grades preschool through eighth grade at four school sites: Chalone Peaks Middle School; Del Rey Elementary School; King City Arts Charter; and, Santa Lucia Elementary School.

The District has one singular focus, which is to maximize student academic achievement in a culture of caring. All of the District's resources and instructional activities are designed to assist students attain the District goal of excellence. The King City Union School District and its employees seek to provide students with engaging and meaningful instructional activities which maximize achievement and retention of the California Content Standards.

The District's graduates attend several different high schools, but most graduates attend King City High School in the King City Joint Union High School District. The student population is comprised of 95% Hispanic/Latino students, with the remainder of the students primarily Caucasian/white. Approximately 85% of the students qualify for free and/or reduced price meals. The District offers a wide range of services and programs to meet the needs of the student population, including migrant education, categorical programs such as Title I, special education services, and programs for English Language Learners.

According to John Steinbeck, King City is "Eden", located just west of his grandparents' ranch, *East of Eden*. In the heart of the Salinas Valley, King City is a ninety-minute drive to the beautiful Monterey Peninsula, San Luis Obispo and Cambria. The community is connected to the vast wilderness of the Pinnacles National Monument, Ventana Wilderness, and Los Padres National Forest, and less than an hour from Lake Nacimiento and the San Antonio Reservoir.

King City is the economic hub to 50 miles of small rural communities which make up South Monterey County and the southernmost point of the Salinas Valley Enterprise Zone. This newly created economic incentive program will soon be bringing new jobs to the existing agricultural and wine producing focus of King City's long economic heritage.

– KING CITY UNION SCHOOL DISTRICT FOCUS – MAXIMIZE STUDENT ACADEMIC ACHIEVEMENT IN A CULTURE OF CARING

District Strengths, Needs/Critical Issues, and Characteristics Desired of the future Superintendent

Board members, parents, students, district employees, civic leaders and members of the King City community participated in a process to identify the strengths, needs, and critical issues of the King City Union School District, as well as the characteristics desired of the new superintendent. From the contributions made by members of the community, the Board of Trustees sets forth the following:

Greatest Strengths of the District

- The King City community is close-knit and family-oriented, with a generous business community and many volunteers. The community supports students, and places a priority on its children;
- Data-driven academic programs are moving the District in the right direction toward positive student academic achievement;
- District has a strong special education program, which services four other school districts;
- District is more financially sound than most school districts and is in a better financial position than it was two years prior to the 2009-2010 School Year; and,
- Good innovative and dedicated teachers.



Greatest Needs/Critical Issues of the District

- Since the Board made major reductions in the District budget, class size reduction and home-to-school transportation have been eliminated and program cuts have occurred in music, art and physical education;
- Since the District is in a Program Improvement status, due to low performing schools, academic interventions are needed to upgrade the instructional program, especially in reading;
- Improvement in communication is needed, both within the District as well as in the improvement of public relations within the community. Trust issues are current obstacles to the development of healthy working relationship throughout the District;
- King City has experienced increased violence, with students often becoming victims. There is a need for gang intervention and prevention, as well as more drug education; and,
- Need to re-establish a staff development program and Board member training.

Desired Characteristics of the New Superintendent

- Demonstrates strong leadership skills which promote professional relationships with employees and community partners. Will be a part of the whole community;
- Experience in training board members and in developing strong relationships with the Board of Trustees;
- Has an "Open Door" policy which encourages good communication and interaction with all community groups and employees;
- Has prior experience with a Program Improvement District and success in moving the low performing schools and district out of a Program Improvement status;
- Visionary educator who sets high expectations and promotes education for all children;
- Skilled in school finance;
- Has experience working with diverse student populations, especially Spanish-speaking populations, and has an understanding of the bilingual (Spanish/English) culture. Bilingual skills are desirable; and,
- Has experience working with gangs in community intervention programs.