



## (PROFESSIONAL PROFILE cont.)

facilities planning

Excellent written and oral communication skills

Possesses and utilizes technological skills

Knowledge of Special Education, schools of choice, and alternative education

Has open and honest communication with Board, staff, and community

Is a life-long learner

Has creative problem-solving skills, keeping students at the center of decision making

Has experience in negotiations with a demonstrated record of creating positive relationships with bargaining units

Possesses a visible and active style that promotes accessibility and availability

## THE BOARD OF TRUSTEES

- Dee Brown, Ph. D., Board President
- Ronald Hatchett, Board Clerk
- Alice Flores, Ed. D., Trustee
- Beatrice Gonzales-Ramirez, Trustee
- Rebecca Salinas, Trustee



APPLICATION RESPONSES

In order to be considered, the candidates must provide:

- 3 to 5 current letters of recommendation and/or official placements papers
- Resume
- Fully completed District Application
- Transcripts upon request only from candidates invited for interview
- All materials received will be acknowledged in writing at the close of the application process

*Materials will be treated confidentially.*

## SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. A multi-year contract will be considered.

Send Materials to:  
**Send Materials to:**

Hollister School District  
Dr. Ronald F. Crates  
Superintendent  
2690 Cienega Road  
Hollister, CA 95023

*Applications must be received by April 12, 2010*

For application information visit our website located at:  
[www.HESD.org](http://www.HESD.org) or contact  
Dr. Ronald Crates at (831) 630-6306



Helping Children Achieve  
Their Fullest Potential

2010-2011

# DISTRICT SUPERINTENDENT



HOLLISTER SCHOOL DISTRICT  
**HOLLISTER SCHOOL DISTRICT**

2690 Cienega Road  
Hollister, CA 95023  
San Benito County  
[www.HESD.org](http://www.HESD.org)

**(831) 630-6300**



## **THE DISTRICT**

The Hollister School District began in 1868 as part of the San Justo Homestead Association with the actual funding taking place in 1872. The Hollister School District had been traditionally a small town school district—Hollister Grammer School, Fremont, and R. O. Hardin.

During the 1960’s, Hollister School District began to grow adding Rancho San Justo Middle School, which opened in 1971. Two K-5 schools were added in the 1980’s—Calaveras School in 1984 and Cerra Vista School in 1988. Another middle school, Marguerite Maze and a K-5 school, Gabilan Hills, opened in 1994. In February, 2000, another K-5 Ladd Lane Elementary was added, and the oldest school in the district was closed and sold to the City of Hollister.

Today, Hollister School District serves approximately 5,600 students in modern well-maintained facilities. The district is committed to the highest quality instructional program and involves parents, teachers and administrators in regular assessment of program quality and ongoing program development.

## **THE COMMUNITY**

The Hollister School District is located 50 miles south of San Jose and 45 miles northeast of Monterey Bay. It sits between highway 101 and the artery to highway 5 and highway 152. Originally a predominantly farming area, it is evolving primarily into a residential community with the majority of the population commuting to work in Silicon Valley. Several major universities and the community colleges are within easy commuting distance and the pinnacle recreation area is located within an hours drive.

## **THE POSITION**

The Board of Trustees of the Hollister School District invites well-qualified educators to apply for the position of district superintendent. The superintendent serves as the district’s chief executive officer and secretary to the Board of Trustees. The superintendent is expected to provide overall leadership for the educational program and the general operation of the district., including the areas of curriculum, personnel, finance, facilities, and coordination with public agencies, civic organizations and the business community.



## **SELECTION PROCESS**

The Board is seeking qualified candidates and will screen applications and provide the Staff/Community Committee with a list of those to be interviewed. The committee will interview and recommend to the Board a list of candidates. The Board will then conduct second-round interviews and will visit the communities and districts of the finalists to interview teachers, parents, and community representatives prior to making a final decision. The superintendent will be expected to begin on or about July 1, 2010.

The retiring superintendent, Dr. Ronald Crates, will collect the applications. He will be available for information concerning the district and/or the position. Any contact with Board members in an attempt to influence the selection process will disqualify a candidate.

## **PROFESSIONAL PROFILE**

The district seeks a superintendent who meets the following criteria:

### **PROFESSIONAL PREPARATION**

- Classroom experience highly desirable
- Experience as a site and district level administrator
- Possess or be eligible for Administrative credential / certificate
- Masters Degree or higher

### **PERSONAL CHARACTERISTICS**

- Unquestioned reputation for honesty and integrity
- Is respectful and sensitive to a diverse cultural community
- Will be an active, supportive member of our community
- One who leads by example, with high personal standards and accountability
- Develops trusting relationships with staff and community
- Has a good sense of humor and resiliency in crisis mode
- Recognizes and celebrates successes of staff and students
- Delegates and motivates staff and holds them responsible for actions
- Is highly visible on sites and in community
- Can facilitate the development and articulation of a vision for our district

### **PROFESSIONAL SKILLS**

- Provides leadership in promoting instructional excellence, appropriate assessment, and curriculum improvement
- Understands and has experience with school finance, including budget development, grant opportunities, declining enrollment, state and federal resources, and