

Mammoth Unified School District

The Board of Trustees of the Mammoth Unified School District seeks a long-term relationship with an exceptional and collegial educational leader who can maintain and build on the District's strengths and potential as their

Superintendent of Schools

The District and Community



The Mammoth Unified School District is a rural district in the town of Mammoth Lakes situated in the Eastern Sierra Mountains in Mono County. Mammoth Lakes is a small but lively region of four square miles characterized by its mountains, lakes, streams, and forests. It is frequently referred to as one of the finest ski resorts

in the western United States. Mammoth Lakes has an economy based primarily on tourism. The population of the town is a little more than 8,000 but peak season can bring in as many as 35,000 people.

Mammoth Unified School District educates more than 1,200 Transitional Kindergarten through 12th grade students on a traditional calendar schedule. Students are enrolled in the District's four schools: Mammoth Elementary (TK-5), Mammoth Middle School (6-8), Mammoth High School (9-12) and Sierra High School that serves students sixteen to eighteen years of age who need an alternative high school program. The Mammoth Unified School District staff consists of 68 teachers, 54 classified and confidential employees, and 5 administrators.

Mammoth USD is a locally funded school district whose funding base is just above the LCFF level. It is currently a basic aid district, with this year's income just over \$14 million. A facility bond for \$63.1million was passed in 2018. The District is fiscally sound with prudent business operations.

There are two main demographic groups: Hispanic (approximately 60%) and white (approximately 40%). Approximately 55% of the student population comes from socioeconomically disadvantaged families.

The District is proud of the recognitions that the schools have received. The District has been placed on the College Board AP Honor Roll for three consecutive years: 2015, 2016, and 2017. Mammoth High School received the US News and World Report Gold Award – top 6% of California high schools in 2016. Currently, 25% of the students at Mammoth High School are concurrently enrolled in Cerro Coso Community College. Approximately 67% of high school students take at least one college level course, either Advanced Placement or a concurrent college course prior to high school graduation. Mammoth Elementary School is proud of a very successful Dual Language Immersion program. Mammoth Middle School offers a foreign language to all students. The District offers a music program for K-12 students. The District also offers an extensive athletics program with a high level of student participation. Furthermore, Mammoth Middle School has just been recognized for their Inclusion Programs on the California Distinguished School Eligibility List for 2019.

Mission Statement

The Mammoth Unified School District has a challenging academic environment that embraces the diversity of the entire community and encourages lifelong learning.

The Mammoth Unified School District is committed to supporting students' individual needs and preparing them for the future by instilling them with confidence. The school district encourages all students to push themselves to achieve and develop socially, emotionally, physically and academically. The parents and staff are very involved in their students' learning, recognizing their challenges and successes, while nurturing their individual talents and celebrating their diversity.

The District's Goals

The District priorities are reflected in the District's LCAP and aligned with those established by the State of California.

Academic Achievement

Improve the academic achievement through implementation of best practices to promote critical thinking, problem solving and creativity for all students. Ensure that all students have access to a rigorous curriculum delivered through consistent use of exemplary instructional practices aligned to the Common Core State Standards. Narrow the achievement gap that currently exists between student subgroups.

Fiscal Responsibility

Designate the financial resources needed to support the schools and the District as a whole. Ensure that District resources are clearly targeted toward District priorities while maintaining a positive financial standing for the District. Seek to ensure that all constituents understand and have opportunity for input regarding the District's budget.

Communication, Culture, and Safety

Enhance the communication with all stakeholders while creating a respectful and supportive culture with high expectations for all students and staff. Ensure the ongoing safety for students and staff through thoughtful planning and

preparedness, cooperative relationships with community agencies, and by providing and planning for a positive and productive learning and working environment. Increase opportunities to fully engage Hispanic parents, students and families.

Technology

Support technology as an integral tool for teaching, learning, and working in MUSD. Encourage student learning regarding Science, Technology, Engineering and Math. Seek cost-effective means to keep technology current for students and staff.

District Strengths, Needs/Critical Issues, and the Characteristics Desired in a New Superintendent

Board members, parents, certificated and classified staff, students, and community members participated in a process to identify the strengths and needs/critical issues of the Mammoth Unified School District and the characteristics desired in their new Superintendent. An extensive number of stakeholders participated in this process through meetings and an online survey. The Board of Trustees prioritized those elements as follows:

Strengths of the District

- Strong community support
- Small school district, personalized interactions with families
- The district has received numerous national and state awards and recognitions for academic achievement
- Unique positive relationship with community college
- Culture of trust and transparency with all stakeholders
- Culture of collaborative analysis of data to improve student achievement
- Strong programs available for students, including Dual Language Immersion, Career Technical Education, Music and Sports programs
- Supportive Board
- District is well managed fiscally
- Diverse population honored and valued by district

Greatest Needs/Critical Issues Facing the District

- Plan for and effectively manage major facilities upgrade funded by recent bond measure
- Refine collaborative process to improve overall academic achievement and close achievement gap
- Expand communication strategies with all stakeholders
- Continue to manage ongoing fiscal challenges while developing additional funding opportunities
- Limited district-level support and administrative staff

Desired Characteristics of the New Superintendent

A leader who:

- Loves kids
- Will reside in the Mammoth community and have a long-term commitment to the school district
- Is attracted to the uniqueness of the mountain resort community
- Has integrity and personal accountability so as to maintain the district's culture of trust
- Is a strong, experienced instructional leader, able to sustain and build on the district's successes
- Will actively engage with all aspects of the community
- Has a collaborative leadership style
- Is a person of action with high energy, able to "wear many hats"
- Has a knowledge of budgets and educational law
- Is resourceful, will seek answers

The Selection and Application Process

Mr. Joel Shapiro and Dr. Jan Britz of The Cosca Group (TCG) have been retained by the Mammoth Unified School District Board of Trustees for the search, recruitment, screening, and selection process for the new Superintendent of Schools.

Interested applicants must submit all of the following to be received by The Cosca Group on or before on March 8, 2019:

- Completed Application Form (as provided herein)

- Personal Letter of Application
- Resume including record of professional education and professional experiences
- College or University Placement File forwarded by request of the applicant **OR** letters from five professional references (three of which must be current)

Candidates should not contact members of the Mammoth Unified School District Board of Trustees. During the screening process, reference checks will be made with those familiar with candidates' professional performance. Board members will visit the district and community of the final candidate.

Send Completed Application and Related Information electronically to:

The Cosca Group
c/o Mr. Joel Shapiro and Dr. Jan Britz
jshapiro516@gmail.com

All materials must be received by 4:00 p.m. on March 8, 2019.

Contract Terms

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

For additional information, please contact:

- Mr. Joel Shapiro (626) 497-5059 / jshapiro516@gmail.com
- Dr. Jan Britz (805) 796-9772 / janbritz3240@gmail.com

Board of Trustees

- John Stavlo - President
- Shana Stapp - Clerk
- Deanna Campbell - Member
- Tom Painter - Member
- Kathleen Taylor - Member



Application Form for the Position of Superintendent
Mammoth Unified School District

*Application requirements include a completed application form, a formal letter of application, a complete resume, and placement papers **or** five letters of reference (three current, within the past year).*

Name _____			Home Phone _____
Address _____			Office Phone _____
City _____	State _____	Zip _____	Mobile Phone _____
E-mail Address _____			

Current School District _____

Current District Configuration (e.g. K-6, K-12) _____	Ethnic Composition _____	Annual Budget _____
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Record of Professional Experience (begin with most recent)

Position	Dates Served From/To (Month/Year)	District	District Enrollment	Salary
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

Record of Professional Education

Institution	Dates	Major	Degree
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

References TCG May Contact Confidentially

Names, titles and telephone numbers of at least five references, three current within the last twelve months.

Name and Title _____	Home/Mobile Phone Number _____	Work Phone Number _____
Name and Title _____	Home/Mobile Phone Number _____	Work Phone Number _____
Name and Title _____	Home/Mobile Phone Number _____	Work Phone Number _____
Name and Title _____	Home/Mobile Phone Number _____	Work Phone Number _____
Name and Title _____	Home/Mobile Phone Number _____	Work Phone Number _____

What significant contributions do you feel you have made in an administrative position?

What important qualifications do you feel equip you to perform as the superintendent?

Do you have a California General Administrative or Standard Administrative Credential?

Yes No

Do you object to the adviser contacting references other than those listed herein in your confidential papers?

Yes No

Have you ever been convicted of a misdemeanor or a felony?

Yes (If yes, please explain) No

- I certify that the information provided herein is true and complete to the best of my knowledge,
- I authorize the verification of any and all information provided.
- I understand that false or erroneous information may be grounds for immediate elimination as a candidate or termination of employment if I am hired.
- I understand that if I contact a member of the Mammoth USD Board of Trustees during the application and selection process, I will be disqualified.

Signature of Applicant

Date

Please email the completed application to: jshapiro516@gmail.com
Application Deadline: 4:00 p.m. March 8, 2019

For more information visit:
TheCoscaGroup.com

Or contact:
Mr. Joel Shapiro (626-497-5059)
Dr. Jan Britz (805-796-9772)