The Position: The district is seeking a Principal who exhibits an exceptional commitment to young people. He/she should also demonstrate strong skills in leadership, management and shared decision-making; a talent for building community; the ability to achieve well-planned results and to inspire the achievement of excellence in both students and staff.

The School: El Molino High School is located in western Sonoma County in the town of Forestville. The 41 acre campus sits in the heart of a world-renowned grape producing region, serving a geographic area of over 200 square miles extending from Sebastopol to Fort Ross, from Santa Rosa to the Pacific Ocean. El Molino is proud of its student friendly atmosphere, diversity, rigorous academics, strong career technical education programs, arts, and integrated athletics.

- Our teachers are dedicated and student-teacher relationships thrive in a close community.
- The College and Career Center and school counselors support four-year plans for all students.
- Our school community affords students the opportunity to explore diverse interests and activities in a safe environment.
- We focus on 21st Century skills to prepare students for college and 21st Century careers.

We offer a variety of accelerated and Advanced Placement courses, core academics, electives and intervention support classes.


The acclaimed El Molino Dance Company is supported by a vibrant dance program.

Integrated Athletics encourages students to be multi-sport athletes and offers academic support to athletes.

Our Safe School Ambassadors and Impact Program actively support school safety and student well-being.


The District: West Sonoma County Union High School District is located in western Sonoma County stretching from the rural orchards and dairies north of Petaluma up the coast to the historic reaches of Fort Ross. The largest residential area in the District is the city of Sebastopol, located fifty miles north of San Francisco and 10 miles west of Santa Rosa. The District lies within the world famous wine, grape, and apple producing region of Sonoma County. North of Sebastopol the communities of Forestville, Cazadero, Graton, Guerneville, Occidental and Monte Rio, offer a slower paced life style for middle-income families who work in the area.

Our school site administrator

Our high school district serves students in grades 9-12 and has an enrollment of approximately 2100 students. Students who enter the District’s high schools come from diverse elementary experiences in ten elementary districts spread across Western Sonoma County. Strong parent and community support for education is evident as district students traditionally surpass state and national averages in academic achievement tests and college entrance exams. Approximately 20% of our students transfer to the District from other areas attracted by arts, culinary, speech and debate, college prep, agriculture, and student activities. Additionally, 80% of the District graduates go on to attend a community college, four-year college or business/trade school.

The District enjoys a successful collaborative bargaining relationship with its employee groups.

Qualifications:

- Valid California administrative credential
- A minimum of three years of successful experience as a high school site administrator

Responsibilities:

Major responsibilities may include:
- Attendance/Discipline
- Site Technology
- Emergency Preparedness
- Back to School Night/Open House
- Teacher/Classified Evaluations
- Student Activities Supervision
- Athletic Supervision
- English Learner Administration
- Facility Use/Maintenance Administration
- Testing and Assessment
- Curriculum Development
- Community Relations with partner middle schools
- Marketing
- Setting and achieving continuous school improvement goals.

Professional Skills and Abilities: The District is looking for a candidate who will bring through his/her education, skills and experience:

- A strong commitment to all young people
- A sense of vision and ability to inspire students, staff and community
- Leadership that strongly supports staff efforts, exhibits a sense of fairness, communicates well, and builds a positive working atmosphere based on high expectations and mutual respect
- Proven abilities in site-based decision making
- Leadership in the instructional use of technology to yield greater student learning
- Community involvement to bolster resources and support for El Molino High School
- Strong management skills, including planning, fiscal management, building systems for measuring and evaluating success and ensuring accountability
- Thorough knowledge of current education research, curriculum, instruction and assessment.

Personal Characteristics:

- Reputation of integrity, honesty, and trust that exemplifies the highest moral, professional and ethical behavior
- Expresses opinions clearly with outstanding skills in oral and written communication
- Ability to show understanding, flexibility and patience while working
with community, staff, students and employee organizations

- Attitude of building consensus and leading change amid divergent thinking
- High degree of intelligence, logic and common sense
- Confident and bold in making and keeping commitments
- A great deal of vitality; can handle responsibility under pressure
- Likable, warm, friendly, and can demonstrate a good sense of humor when appropriate
- Ability to relate to and participate in the life of the community

**Application Procedure:**
All applications will be held in strict confidence and are to be sent to:
Mia Del Prete
Human Resources Manager
West Sonoma County UHSD
462 Johnson Street
Sebastopol, CA 95472
(707) 824-6411 Fax (707) 824-6499

**Application Deadline:**
February 28, 2014, 4:00 p.m.

**Applications Must Include:**
- Letter of Interest
- Application
- Release of Information form
- Credential (copy)
- Resume
- Three letters of recommendation

**Salary and Contract:**
- Start Date: July 1, 2014
- Work Year: 220 work days
- Highly competitive compensation
  - Salary - Range:$96,427 - $113,116
  - Masters Stipend $1,000
  - Doctorate Stipend $1,000
  - Benefits - District paid family medical capped at the Kaiser composite rate, dental, vision. Life insurance and mileage allocation.

**Selection Procedure:**
March 3, 4, 5, 2014
Applications will be reviewed by a Paper Screening Committee to select candidates for interview.

March 6 and 7, 2014
Candidates will be contacted by telephone to arrange the interview schedule. Candidates not selected for an interview will be notified by mail.

March 13, 2014
Interviews of selected candidates will be conducted by a committee of representatives from the school site. District and/or Site Administrators will conduct telephone reference checks of candidates to be interviewed.

March 27, 2014
The District Superintendent and Board will conduct a final interview of top candidate(s).

April 2, 3 or 4, 2014
Visitation Committee will visit the school/district of the candidate selected as first choice.

April 7, 2014
Superintendent will offer the position to the top candidate.

**Disqualification:**
Any applicant who attempts to contact an individual Board Member with the intent of influencing the decision of the Board will automatically be disqualified.

The West Sonoma County Union High School District is an equal opportunity employer.

**Board of Trustees**
Kellie Noe, President
Amber Twitchell, Vice President
Diane Landry, Clerk
Rebecca DeSart
Ted Walker

**District Office**
Keller McDonald
Superintendent
Shelley Stiles
Business Manager
Mia Del Prete
Human Resources Manager

Principal
El Molino High School