



COTATI-ROHNERT PARK UNIFIED SCHOOL DISTRICT

The Board of Trustees of the Cotati-Rohnert Park Unified School District seeks a long-term relationship with a collegial leader who can build on the District's strengths through the development of an effective governance team as its Superintendent of Schools.

Learning for a Lifetime - Committed to the Future

The District and Community

The Cotati-Rohnert Park Unified School District is proud to be a district that is creating innovative programs, recently opening new schools, attracting students and preparing them for college and careers. The District's vision is clear: "All students are entitled to a successful education; our focus is learning, and we are a team." This vision is shared by our community, and we are thankful for the tremendous support we receive, which helps make our schools special places for children to learn. We have strong academic and enrichment programs, magnet programs, and distinguished schools from transitional kindergarten through high school. Our district has received national recognition for our work in closing the achievement gap and increasing access to advanced curriculum for all students.

Cotati-Rohnert Park Unified School District educates more than 5,740 transitional kindergarten through 12th grade students on both a traditional and year-round calendar schedule. The Cotati-Rohnert Park Unified School District staff consists of 329 teachers, 228 classified employees, 7 confidential employees, 9 classified management, and 39 certificated administrators.

The total general fund budget is \$69,488,516 which includes \$15,462,688 LCAP and \$4,512,530 in Supplemental Grants and results in expenditures of \$12,106 per student. A facility bond for \$80 million was passed in 2014 and another \$80 million in 2016. In addition, the community has supported a parcel tax resulting in \$1.22 million per year through 2025. Despite this high level of community support, the District faces many of the fiscal challenges experienced by other school districts in California.

There are two main demographic groups in the District: Latino (approximately 43.50%) and Caucasian (approximately 42.5%). In addition, 4.30% is Asian, 2.60% of the population is African-American, 1.90% is Hawaiian/Pacific Islander, and 1.60% is American Indian.

The Cotati-Rohnert Park Unified School District, under the banner: “We Have What You Are Looking For,” consists of 11 schools:

Evergreen Elementary School
John Reed Elementary School
Marguerite Hahn Elementary School
Monte Vista Elementary School
Richard Crane Year Round Elementary School
Thomas Page Academy (K-8)
University Elementary School
Lawrence E. Jones Middle School
Technology Middle School
Rancho Cotate High School
Technology High School

The District serves the cities of Cotati and Rohnert Park and is situated in the middle of the North Bay. From its central location, one can easily reach many points of interest to the north, south, east, and west:

North: Wine Country and recreation in the Russian River Valley, Armstrong Redwoods State Park

South: San Francisco with Marin County in between

East: Sonoma and Napa Wine Country, Sonoma Raceway

West: The beautiful Sonoma Coast, including Bodega Bay and Pt. Reyes National Seashore, for great seafood or scenic walks on the beach

Sonoma State University, located in Rohnert Park, serves as a partner with the District in a variety of mutually beneficial ways.

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

Parents, students, certificated and classified staff, community members, and civic leaders participated in a process to identify the strengths and needs/critical issues of the Cotati-Rohnert Park Unified School District and the characteristics desired in their new Superintendent in order to build on those strengths and to effectively address the critical issues. A number of stakeholders participated in this process through individual and group meetings as well as through an online survey. The Board of Trustees prioritized those elements as follows:

Strengths of the District

- A unified Board of Trustees
- A great community to raise a family in a growing and revitalizing city
- An excellent teaching staff
- Extensive programmatic opportunities for students
- Dedicated key stakeholder involvement
- Great principals and school counselors
- Beautifully upgraded school facilities
- Choice of schools
- Post-graduation opportunities for students

Greatest Needs/Critical Issues Facing the District

- Marketing the positive District programs and achievements
- Expanding parental involvement
- Increasing student achievement
- Changes in student demographics
- Declining enrollment
- High cost of living
- Transparency and accessibility of Board meetings
- Budget deficit
- Using Power Schools more effectively in communicating to parents and other stakeholders

Desired Characteristics of the New Superintendent

The Board of Trustees is looking for a leader who:

- Has the capability of uniting all stakeholders
- Is transparent and collaborative with a K-12 vision
- Respects the opinions of all segments of the school community
- Has a background in curriculum and is focused on improving academic achievement for all students
- Embraces and has had success in diverse settings
- Is an effective listener, communicator, and marketer
- Supports and develops all staff members

The Selection and Application Process

Dr. Dave Brown and Dr. Steve Goldstone of The Cosca Group (TCG) have been retained by the Cotati-Rohnert Park 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 4 p.m., April 26, 2019:

- Completed Application Form (as provided herein)
- Personal Letter of Application
- Résumé 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)

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 Dr. Dave Brown and Steve Goldstone at:
gostevego@live.com

For additional information, please contact:

Dr. Dave Brown 707-256-9200

Dr. Steve Goldstone 707-373-3786

All materials must be received by 4:00 p.m. on April 26, 2019.

Contract Terms

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

Board of Trustees

Leffler Brown	<i>President</i>	Term expires: 2022
Chrissa Gillies	<i>Clerk</i>	Term expires: 2022
Joe Cimino		Term expires: 2022
Tim Nonn		Term expires: 2020
Jennifer Wiltermood		Term expires: 2020

Candidates should not contact members of the Cotati-Rohnert Park Unified School District Board of Trustees.