



## Information for Applicants for the Position of SUPERINTENDENT

### Coachella Valley Unified School District A Dynamic Professional Opportunity

#### THE POSITION

The Board of Trustees of the Coachella Valley Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent.

#### PROFESSIONAL PROFILE

The Coachella Valley Unified School District seeks a superintendent who:

- Is experienced in working in a diverse school district and community such as Coachella
- Has a proven track record of success in raising student achievement and closing the achievement gap
- Will help rebuild trust with all stakeholders
- Is an excellent communicator within the district, and the community
- Is a well-respected leader in the district they now serve
- Has good relations with the employee associations
- Has a good understanding of technology
- Is action oriented and a problem solver
- Has a history of working collaboratively with the school board
- Is a courageous leader willing to speak on behalf of district stakeholders
- Has experience ensuring the success of English Language Learners
- Has a good understanding of the District budget and state finances
- Has a good understanding of technology, and its importance in learning
- Will involve stakeholders in decision-making
- Has a strong record of partnering with civic and community groups
- Is highly visible in the schools and at community events
- Will be highly engaged in the community
- Will build and maintain a cohesive leadership team
- Will hold self and others accountable
- Will place the needs of students first
- Will build upon the many successes that currently exist in the District

#### PERSONAL PROFILE

The Coachella Valley Unified School District seeks a superintendent who:

- Is a trustworthy person
- Is an effective communicator and listener

- Is a consensus builder
- Is a humble person
- Is personable and approachable
- Is an open and transparent leader
- Is an inclusive leader with excellent interpersonal skills
- Is respectful to everyone, regardless of position
- Is a collaborative person by nature
- Is trustworthy, and possesses the highest level of integrity

#### DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- A record of focusing on students and improving achievement in a diverse community
- A strong fiscal background and understanding of the budget
- An educator with K-12 experience
- Experience as a teacher, principal and at least five years' experience as a central office administrator
- Bilingual, bicultural desirable

#### SELECTION PROCESS

The Board of Trustees has retained Drs. Kent Bechler, Mike Escalante and Dennis Smith of *Leadership Associates* to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the district and communities of a candidate prior to a final decision.

#### SALARY AND CONTRACT

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

#### APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- A letter of application
- A resume
- Three (3) current letters of recommendation
- Verification of degrees and credentials (for finalists only)

All materials will be acknowledged and treated confidentially

#### THE DISTRICT

The Coachella Valley Unified School District is located in the Coachella Valley and serves approximately 18,500 in 14 elementary schools, 3 middle schools, 3 high schools, and one continuation high school. The district also serves over 600 students in numerous state and federal programs for preschool children. Operating since 1952, Coachella Valley Adult School is the largest adult school in the Coachella Valley, serving over 3,000 adult students annually.

The vision of the Coachella Valley Unified School District is Preparing All Students for College, Career and Citizenship. Of particular note are the district's technology efforts which include being the first school district in the nation to have 1 to 1 technology for all students, as well as being leaders in the field by having the 1<sup>st</sup> Online Virtual Academy offering full time enrolled student an iPad and A through G college prep curriculum.

## THE COMMUNITY

The Coachella Valley Unified School District (CVUSD) encompasses 1,200 square miles of rural farmland and desert in south-eastern Riverside County including the small communities of Thermal, Coachella, Oasis, and Mecca, plus Salton Sea City in Imperial County approximately 60 miles from the Mexican border. The geographical center of the district is Thermal approximately 30 miles southeast of Palm Springs. In this geographically sprawling and somewhat isolated district of 18,500 students, over 8,800 students are transported daily.

The community demonstrated its support for its children and the district through the passage of Measure X in 2012. This bond measure was focused on providing the funds necessary to upgrade technology infrastructure and provide all 18,500 students in the district with the technology to support CVUSD's Strategic Plan. This Mobile Learning Initiative recognizes that students live in a very different world, requiring additional skills to be successful in the 21st Century.

## THE BOARD OF TRUSTEES

Blanca Hall, President  
Joey Acuña, Jr., Vice President  
Yolanda Castro, Clerk  
Francisco Becerra, Member  
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*The Coachella Valley Unified School District is an equal opportunity employer.*

## APPLICATION

### To Request Application Materials for the Coachella Valley Unified School District Superintendent Position:

Send an e-mail to Becky Banning, Executive Assistant  
[bbanning@leadershipassociates.org](mailto:bbanning@leadershipassociates.org)

**Consultants: Kent Bechler, Ph.D , Mike Escalante, Ed.D , Dennis Smith, Ed.D**

**Leadership Associates**  
3905 State Street, #7-407  
Santa Barbara, CA 93105  
[www.leadershipassociates.org](http://www.leadershipassociates.org)  
Phone : 805.364.2775

**Applications must be completed and returned via email by 5:00 p.m. on April 3, 2017.**