



## **Information for Applicants for the Position of SUPERINTENDENT**

### **LOS BANOS UNIFIED School District**

#### **A Dynamic Professional Opportunity**

#### THE POSITION

The Board of Trustees of the Los Banos Unified School District invites highly qualified Preschool-12th grades educational leaders with a track record of success with improving student achievement to apply for the position of district superintendent.

#### PROFESSIONAL PROFILE

The Los Banos Unified School District Board of Education seeks a superintendent who:

- Puts students first, really cares about the students and will work to improve student academic success and increase opportunity and program options for all students in the district.
- Has a measurable track record of improving student learning and narrowing the opportunity gap.
- Develops a strategic plan along with the Board and community.
- Has passion for the work and creates a sense of urgency.
- Has knowledge of what it means to be an effective curriculum and instruction leader.
- Has been a teacher, a site administrator and a district level administrator, preferred.

- Understands and is responsive to the needs of all students and families from throughout the district, i.e. those from all socio-economic levels as well as those with special needs and students who are English language learners.
- Respects the cultural diversity of the district.
- Has demonstrated success in budget development and monitoring.
- Manages, aligns, maximizes resources to achieve District goals.
- Understands school district finance.
- Is innovative, a visionary, and team-oriented leader with an eye to the future.
- Is a strategic and systems thinker.
- Values an accountable organization and is equitable in holding all accountable
- Values justice and fairness; equity for all.
- Is an effective, authentic communicator who builds consensus and values divergent thinking; can have courageous conversations.
- Has evidence of developing and maintaining good labor relations.
- Has evidence of experience in recruiting and retaining a diverse, quality staff and developing best practices for the human resources department.
- Is visible and engaged at the school sites and with the community.
- Is technologically savvy while valuing and supporting direct student-teacher interactions, engagements and connection.
- Values and supports professional learning opportunities for staff in all roles and levels of the organization.
- Has experience with facilities, facilities funding mechanisms and state regulatory bodies.
- Is prepared to develop short-term and long-term strategies to address rapidly increasing enrollment and resulting overcrowding, in a dynamic and growing community.
- Has knowledge of how to run bond measures; how to generate and monitor the funds.
- Is skilled at working with a governing board and committed to building a team focused on student needs.
- Is respectful of the challenges and strengths of the board and will value board development.
- Will provide leadership for the Board and will provide straightforward recommendations and opinions to the Board.
- Embraces Los Banos USD values and the culture of its community, will consider living in the district and making a long-term commitment to the district.

- Will be a cheerleader for the district and proud to be a part of the Los Banos community.
- Has demonstrated evidence of effective interpersonal skills, listens to various points of view, and is flexible.
- Values staff and their roles, trusts their professional judgment and respects all levels and roles throughout the district.
- Encourages and develops strategies to involve parents, many of whom commute long distances to work, and engage them in the learning and activities of their students.

## PERSONAL PROFILE

The Los Banos Unified School District Board seeks a superintendent who:

- Has an open-door practice, is approachable, visible, accessible and genuine.
- Is collaborative while also able to be decisive and willing to make difficult decisions.
- Is experienced working in a diverse school community.
- Possesses effective facilitative skills, is a team player.
- Is genuine, a straight-talker.
- Is a person of high moral character, is ethical, is honest, has integrity, is trustworthy.
- Possesses excellent communication skills and is an effective communicator with all constituent groups.
- Is a courageous leader.
- Is a good listener who seeks to understand.
- Builds trust among all stakeholders in the district and community.
- Participates in community activities and events.
- Enjoys visiting schools and attending school activities.
- Is a team-oriented leader, builds consensus.
- Is civil.
- Is effective at implementing goals and initiatives.
- Is willing to be held accountable.
- Knows how to build partnerships and networks; will take community outreach to new levels.
- Seeks out and builds relationships and trust with a diverse array of community groups and leaders.

- Has a collaborative leadership style that exhibits integrity, honesty, and transparency in dealing with students, parents, staff, community and Board.
- Will work effectively with the Board of Trustees providing appropriate information, advice and recommendations.

#### DESIRED EDUCATION/EXPERIENCE

- A record of focusing on students and improving student opportunities and achievement
- A strong fiscal background and understanding of the budget
- Successful Preschool-12th grades experience as a teacher, site administrator and/or district office leadership (Board reserves the right to consider alternatives)

#### SELECTION PROCESS

The Board of Trustees has retained Sally Frazier and Don Iglesias 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.

All materials will be acknowledged and treated confidentially.

## THE DISTRICT

The Los Banos Unified School District is a dynamic organization focused on preparing students for college/career success. Approximately 10,550 students are served at eight elementary schools and five secondary schools, which include two junior high schools, composed of 7<sup>th</sup> and 8<sup>th</sup> graders, two comprehensive high schools, one continuation high school, and one Alternative Ed. Center. Educational Options includes an independent study school that serves students in grades 6 through 12. The District also operates four pre-schools that are located on elementary sites as well as a comprehensive before/after school program.

## THE COMMUNITY

The City of Los Banos is located in the heart of the state in the fertile San Joaquin Valley. The City is very proud of its family-oriented community, which has managed to maintain its small-town atmosphere while accommodating growth. The City of Los Banos population is approximately 37,457 and is situated on the west side of Merced County. Some have called Los Banos "The Crossroads" because State Highways 33, 152, and 165 pass through the city; Interstate 5 skirts its western boundaries and it's an easy 30-minute drive to Highway 99.

## THE BOARD OF TRUSTEES

*Anthony Parreira, President*  
*Dennis Areias, Vice President*  
*Margaret A. Benton, Clerk*  
*Megan Goin-Soares, Member*  
*Ray R. Martinez, Member*  
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*Marlene R. Smith, Member*

*The Los Banos Unified School District is an equal opportunity employer.*

## APPLICATION

### **To Request an Application for the Los Banos Unified School District Superintendent Position:**

e-mail: [ybeatty@leadershipassociates.org](mailto:ybeatty@leadershipassociates.org)

Phone: (408) 288-9670

#### **Leadership Associates**

Sally Frazier and Don Iglesias, Consultants  
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Santa Barbara, CA 93105

e-mail: [ybeatty@leadershipassociates.org](mailto:ybeatty@leadershipassociates.org)  
[www.leadershipassociates.org](http://www.leadershipassociates.org)

**Applications must be completed and returned via email by March 24, 2017, 5 p.m.**