



Community Schools, Thriving Students

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

THE POSITION

The Oakland Unified School District Board of Education seeks a committed and collaborative superintendent who will possess the leadership and management skills required to ensure that all our students are well prepared for higher education and/or a career with growth potential. The new superintendent must share the District's core values and be prepared to guide and drive the actions necessary to raise student achievement, close the opportunity gap, and directly confront issues related to race and equity that impact teaching and learning. Our next superintendent should have a track record of success in dealing with the issues facing Oakland USD whether they relate to the District's initiatives to improve achievement of our under-served and special needs students, English Language Learners, Latino/a and African American youth; address the academic, social, and emotional needs of all our students; become a full-service community district; and build collaborative relations with staff and community. The new superintendent will know and value Oakland and be prepared to make a long-term commitment to take the actions necessary to help the Board focus on the District's improvement initiatives and build a strong leadership, teaching, and business services team that will share this commitment to achieve the District's goals and initiatives. Strengthening relationships between the district office and those that work at school sites will be a priority along with providing cost effective, strong administrative support systems and structures. We expect our new superintendent to work collaboratively with staff, parents, and other key stakeholders, be a good listener, and exhibit a high degree of integrity and humility.

PROFESSIONAL PROFILE

The Oakland Unified School District seeks a superintendent who will:

- Be a committed and collaborative leader.
- Motivate all staff and students to do their best work.
- Have a track record of success in confronting and resolving the issues and challenges that confront large, urban school systems such as Oakland.
- Have successful experiences in addressing and resolving issues related to race, equity, excellence, and poverty that may impact the District's commitment to supporting academic success and safety for every student in the District.
- Have an authentic leadership presence based on honesty, transparency, humility, trust, and integrity.
- Demonstrate cultural competence in bringing together and working collaboratively with the diverse groups and individuals that comprise the Oakland community.
- Earn the respect of students, staff, and community through positive words and actions that support high-quality teaching and learning.
- Have successful leadership experiences similar to those that will be needed in a large, complex urban system such as Oakland.
- Be committed to Oakland and working collaboratively with our teachers, principals, staff, Board

and other key stakeholders to implement our vision, goals, and initiatives and improve our strategic plan.

- Strengthen the cultural competency of teachers, leaders, and support staff.
- Be a just and fair leader that treats all people with respect and dignity.
- Support strong academic programs in the sciences, mathematics, language arts, social sciences, and the arts.
- Be able to galvanize the community and be a positive face of the District.
- Be trustworthy and earn the trust and respect of the community, Board and staff.
- Have excellent communication skills: listening, speaking, and writing.
- Have a record of success in working effectively with people at all levels of the system and building positive relations with all groups.
- Improve processes for hiring and retaining a high quality staff that reflects the demographics of the District.

PERSONAL PROFILE

The Oakland Unified School District seeks a superintendent who demonstrates:

- A strong personal commitment to raising student achievement and closing the opportunity gap for all students in Oakland for at least five years.
- Equity focused leadership and who will prioritize the allocation of resources to students with special needs, English Language Learners, Latino/a, African-American and underserved communities.
- A commitment to getting results, establishing effective systems and structures, and holding everyone accountable.
- An ability to be a leader who works collaboratively with the Board to: translate policy into action, develop relevant and sustainable policies, and strengthen the work of the governance team.
- The ability to work collaboratively and positively with staff, parents, and community stakeholders and values Oakland's diverse voices as part of decision making and implementation processes.
- A track record of empowering staff in their roles through a personal/professional development lens.
- Instructional leadership that effectively serves its diverse student population.
- A track record of working with charter schools and fostering effective relations with these schools as well as a record of success in attracting parents and students to traditional public schools and in building their confidence in Oakland and/or other public schools.
- The ability and skills necessary to maintain the fiscal solvency of the District and ensure a transparent district budget and budget process.
- Be determined to address the educational shortfall and deficiencies that exist at the middle and high school levels.
- The expertise necessary to work successfully with OUSD bargaining units
- The ability to develop an effective succession plan to secure and retain high-quality teachers, principals, district office leaders, and classified staff.
- The ability to lead and take the actions necessary to use technology effectively to support teaching and learning as well as the District's management information systems
- The knowledge and skills required to provide effective leadership for the District's capital projects, including the move toward sustainable, environmentally friendly initiatives

DESIRED EDUCATION/EXPERIENCE

- A record of raising the achievement level of all students and closing the opportunity gap
- A strong fiscal background and understanding of the budget
- Successful experience as a teacher and leader at site and district levels
- Deep knowledge of the issues facing Oakland and a track record of success in solving them
- Evidence of continual professional growth
- A graduate degree
- Bilingual
- Meets the credential and other eligibility requirements to serve as a school district superintendent in the State of California as required by law

In accordance with the Education Code and the Board's discretionary authority, the Board may elect to waive the administrative services credential requirement.

SELECTION PROCESS

The Board of Education has retained Dr. Dennis Smith, Dr. Mike Escalante, and Mr. Jim Brown of *Leadership Associates* to meet with key stakeholders and 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. It is very important that the successful candidate come prepared to make a long-term commitment to the District and its students.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- A letter of application including response to supplemental questions
- 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 Oakland Unified School District has played a leading role in advancing the idea that, in order for students to achieve at high levels, we must first establish the type of conditions conducive to academic learning and social growth. And we must do this—not for some students—but for all of our children.

The course we've charted is a demanding one. In Oakland, as elsewhere, unfairness and lack of opportunity exist in disheartening proportion. Specific challenges face our English Language Learners, Latino/a and African American students. That's why we have reframed the conversation around issues of equity and justice and begun to realign the operations and resources of the District so that they serve all children.

We see evidence of this in the fact that OUSD, a district of 37,000 students with one of the most diverse student populations in the country. In Oakland, an additional 12,000 students attend charter schools, most of which are authorized by OUSD. OUSD's progress is demonstrated by steadily rising graduation rates, improved academic performance, and national leadership roles in the Community Schools movement, the adoption of Social and Emotional Learning (SEL), Linked Learning, Science, Technology, Engineering and Math (STEM), the C.O.R.E Waiver and School Quality Improvement System (SQIS), and the fight against disproportionate outcomes for African-American and Latino/a students.

We've worked with our partners to expand the number of school-based health centers and full-service community schools. Our concern for the whole child is reflected in our embrace of Social and Emotional Learning. In February 2012, OUSD became one of only eight school districts in the country selected to participate in the Collaborating Districts Initiative (CDI) supported by the Collaborative for Academic, Social, and Emotional Learning (CASEL). This work is facilitating progress toward OUSD's goal of making Social and Emotional Learning an essential part of every child's education and every adult's professional practice.

The benefits of meaningful engagement are apparent in both student learning and school culture. More students are in school now and more students are doing better. We are also doing a better job of providing students with a clear path to success in college and career. OUSD is one of nine school systems the state has designated as a California Linked Learning District. A Linked Learning District is a place where college preparatory curriculum featuring academies and pathways is integrated with workplace experience, technical education, and robust student supports. OUSD has the most certified academies of any of California's Linked Learning districts, a fact which underscores our commitment to preparing students for college and career. This approach is complemented by our emphasis on science, which includes more minutes devoted to science instruction than the vast majority of California school districts and the creation of a STEM corridor in West Oakland.

Oakland is home to distinguished schools, national blue ribbon winners, and individual students who are performing at the highest levels. In collaboration with community partners and city programs, OUSD has produced programs and practices recognized and celebrated locally and across the United States.

Oakland's teachers and school staff are leading the way forward to equity and excellence for all. These examples of success come as the result of shared commitment, hard work, and focus on the needs of children.

We strongly encourage all candidates to study carefully our strategic and local control and accountability plans to be sure their experiences, values, and accomplishments are closely aligned to the work we have begun and plan to continue.

THE COMMUNITY

Oakland, a city of roughly 400,000 people on the western edge of the United States, has an outsized impact on the nation as a whole. An avatar of change and incubator of political movements, Oakland's vibrancy and diversity provide a glimpse of the nation's future. Oakland itself is experiencing significant social, economic, and demographic changes which prospective candidates should carefully review. We want our public school system to reflect the inclusive ethos of the city's world-renowned culture.

THE BOARD OF EDUCATION

The Oakland Board of Education is comprised of seven directors, each of them representing a specific area of the City. Although their constituents hail from varied neighborhoods, the Board is united in the belief that OUSD will only be successful when it provides a high-quality education for all students, regardless of background. Oakland's School Board is driven to build a district where a student's zip code does not determine their destiny and that we must take full advantage of the city's greatest strength—its remarkably diverse, creative, and dynamic population.

We acknowledge and honor past efforts to serve Oakland's children. We also know we have more work to do in order to become the public school district all of our children need and deserve for a secure and healthy future. The achievement of meaningful outcomes must become our common expectation for every child in Oakland.

To that end, we must engage in new ways that connect individuals, communities, and institutions together with the understanding that our fates in Oakland are linked and that for Oakland to achieve the success we all want for our children, families, residents, community-based organizations, and businesses, we must embrace new strategies that transform our existing relationships and align our efforts toward a shared goal of healthy and educated children. If you are prepared to lead this important work and fully committed to realizing this goal, we invite you to consider applying to be the next Superintendent of the Oakland Unified School District.

Board of Education
James Harris, President
Nina Senn, Vice President
Aimee Eng, Director
Shanthi Gonzales, Director
Jumoke Hinton Hodge, Director
Jody London, Director
Roseann Torres, Director

The Oakland Unified School District is an equal opportunity employer.

APPLICATION

To Request Application Materials for the Oakland Unified School District Superintendent Position:

Send an e-mail to Becky Banning, Executive Assistant
bbanning@leadershipassociates.org

Consultants:
Dennis Smith, Ed.D
Michael Escalante, Ed.D
Jim Brown

Leadership Associates
3905 State Street, #7-407
Santa Barbara, CA 93105
www.leadershipassociates.org
Phone : 805.364.2775

Applications must be completed and returned via email by 5:00 p.m. on March 15, 2017.