



**Information for Applicants for the Position of
SUPERINTENDENT
SOUTH WHITTIER SCHOOL DISTRICT
A Dynamic Professional Opportunity**

THE POSITION

The Board of Education of the South Whittier School District invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

The South Whittier School District seeks a superintendent who:

- Puts children first, truly cares about the students and wants to provide a variety of quality opportunities for all students
- Is an experienced and effective instructional leader
- Has been a teacher, a site administrator and a district level administrator
- Has worked with districts similar in demographics to South Whittier
- Will be accountable for meeting the goals set forth by the Board and Superintendent
- Is knowledgeable in best practices and strategies to support the growth of all students including English Language Learners and Special Education students
- Has experience in prioritizing and maximizing District Finances and General Obligation Bonds
- Is a decision maker that is able to assess problems and develop strategies to address them in an inclusive manner
- Is technologically savvy
- Values staff and their roles, trusts their professional judgement and respects all levels of roles throughout the organization
- Is innovative, visionary and a team oriented leader with an eye to the future
- Embraces South Whittier School District's values and the culture of its community, will consider living in the vicinity of the district and will make a long-term commitment to the district
- Values relationships and demonstrates so through words and actions with staff, parents and students
- Believes in and supports AVID
- Will commit to the important Fullan Coherence work that has created a strong foundation for future work and student success
- Will inclusively lead and navigate the continual improvement process to deepen the work begun to accelerate student achievement growth
- Is a transformational leader
- Values parental, student and community voices
- Is visible and engaged within the community, at the school sites, with parents and with local business and industry partners

PERSONAL PROFILE

The South Whittier School District seeks a superintendent who:

- Is open, approachable, visible, accessible and genuine
- Is collaborative while being able to be decisive and willing to make difficult decisions

- Is a person of high moral character, has strong ethics, is honest, has integrity, is trustworthy
- Is an effective written and oral communicator
- Is a good listener who seeks to understand
- Enjoys visiting schools and attending school activities
- Honors and supports the success of others
- Builds leadership capacity in others
- Values the arts
- Is bilingual (highly recommended)
- Has a sense of humor
- Participates in community activities
- Builds trust among all stakeholders in the district and community
- Is a courageous leader

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Experience as a Superintendent or as an Executive Cabinet member
- A proven track record of focusing on students and improving achievement
- A strong knowledge of and experience with school finance
- A strong knowledge of and experience with human resources
- An educator with K-8 or K-12 experience
- Holds a California Administrative Credential or is eligible

SELECTION PROCESS

The South Whittier School District Board of Education has retained Mrs. Sandy Thorstenson and Dr. David Verdugo 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
- A 5-7-page portfolio: Should you be invited to an interview, the Board will be provided with a copy of your portfolio in advance. Some examples of what to include might be: **Student Achievement Data from Current District over Period of 3 Years (this item is required)**; a summary of one or more of the following: Strategic Plan/LCAP; LCAP Engagement Plan; Career Achievements; 90 Day Entry Plan as New Superintendent
- Verification of degrees and credentials (for finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

The South Whittier School District is a K-8 School District serving 3,067 students in seven schools. The South Whittier School District holds students and staff to rigorous standards in order to prepare every scholar for 21st Century success in college and the work force within a safe and supportive environment. Our students are challenged to reach their full potential and develop their curiosity and thirst for discovery. The district celebrates its families' diverse traditions, cultures and languages as foundations for learning. We believe all students can learn and that students learn best when they are engaged in challenging and appropriate learning focused on the core academic subjects integrated with the arts and physical education. South Whittier is a member of Michael Fullan's Coherence Collaborative and as such has committed to deep learning and the building of the foundation and the capacity to create sustainable practices in the urgent call to increase student achievement.

South Whittier has a history of steady leadership and cooperation from the boardroom to the classroom. The district is prepared to grow and has recently passed a bond measure with strong support from the community with an 83% passing rate. Our motto is "Success for Every Student".

THE COMMUNITY

The district serves South Whittier, which is an unincorporated community in Los Angeles County. The community lies just south of the city of Whittier. South Whittier's population is approximately 57,156. The community shares characteristics of most communities with active parent groups, service organizations and the support of numerous local and regional businesses.

THE BOARD OF EDUCATION

Francisco 'Javi' Santana, President

Jan Baird, Vice President

Deborah Pacheco, Clerk

Elias Alvarado, Member

Sylvia Macias, Member

South Whittier School District is an equal opportunity employer.

APPLICATION

To Request Application Materials for South Whittier School District Superintendent Position:

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

Lead Consultants:

Sandy Thorstenson

David Verdugo, Ph.D

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 April 7, 2017.