



Information for Applicants for the Position of State Administrator / Superintendent

Inglewood Unified School District A Dynamic Professional Opportunity

THE POSITION

The State Superintendent of Public Instruction for the State of California invites highly qualified educational leaders to apply for the position of State Administrator / Superintendent for the Inglewood Unified School District. The Inglewood Unified School District has been under the supervision of a State Administrator / Superintendent since October 3, 2012. The State Administrator / Superintendent has responsibility for the daily governance of the District under the direction of the State Superintendent of Public Instruction. The new State Administrator / Superintendent will support the District's improvement process to increase measures of student achievement, improve fiscal balance and build the necessary supporting systems and structures to engage the Advisory Board, staff and community in these efforts.

The new State Administrator / Superintendent must have a set of core values which will guide and drive the actions necessary to raise student achievement, close the achievement gap and directly confront issues related to race and equity that impact the District's strategies to prepare all students to be college and career ready. He/she must also balance the issues of fiscal balance of a district under State receivership. He/she must have a demonstrated record of success in dealing with the issues facing Inglewood USD as it continues on the road to become a successful District free of State oversight. The new State Administrator / Superintendent must be able to build community trust and support; strengthen relations with students, staff, and parents; and improve the quality of teaching and learning throughout the District. He/she must also be prepared to make a commitment to the Inglewood Unified School District and take the actions necessary to help the Advisory Board focus on the District's improvement initiatives and to build a strong leadership and teaching team that will share that commitment to achieving 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 strengthening the district's management information systems and providing cost effective, strong administrative support systems and structures.

PROFESSIONAL PROFILE

The State Superintendent of Public Instruction seeks a State Administrator / Superintendent who:

- Has a record of success in working effectively with people at all levels of the system and building positive relations with all groups in a complex urban environment
- Has demonstrated success in raising student achievement and balancing fiscal responsibility in a large urban school district
- Has the courage to address and resolve 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
- Can demonstrate and be an example of cultural competence in bringing together and working collaboratively with the diverse groups and individuals that comprise the greater

Inglewood community

- Can provide the needed leadership skills to move the District toward a goal of becoming fiscally independent and exiting State Receivership
- Can be a leader who values staff, teachers and students and treat them with respect and dignity
- Can be a strong visible leader who exemplifies honesty, integrity, and transparency
- Has excellent communication skills; listening, speaking, and writing
- Has a record of success in working effectively with people at all levels of the system and building positive relations with all groups
- Can be a strong dynamic leader who personally sets an example that motivate staff and students to do their best work
- Can be trustworthy and earn the trust and respect of the community and staff
- Has a track record of success in confronting and resolving the issues and challenges that confront large, urban school systems
- Earns the respect of students, staff, and community through positive words and actions that support high quality teaching and learning
- Strengthens the cultural competency of teachers, leaders, and support staff
- Can be a leader who values staff, teachers and students and treat them with respect and dignity
- Has good skills of political observation and political timing
- Has experience with facility improvement programs and General Obligation Bonds

PERSONAL PROFILE

The State Superintendent of Public Instruction seeks a State Administrator / Superintendent who:

- Has a track record of success in effectively leading and managing major change initiatives
- Is a confident leader able to delegate responsibility to others and support their work and hold them accountable
- Can be an instructional leader who ensures that the District better serves its diverse student population
- Has successful experiences in working with charter schools protecting the District while maintaining effective relations with these schools
- Shows evidence of his/her commitment to getting results, establishing effective systems and structures and holding everyone accountable.
- Has a personal commitment to the success in raising student achievement and closing the achievement gap
- Has the interpersonal skills and the expertise to work with the Inglewood Unified School District bargaining units
- Have the ability and skills necessary to correct the solvency issues of the District and ensure a transparent district budget and budget process
- Can be a collaborative leader who will work with the Advisory Board to include their input into the direction of the District to ensure their relevance
- Is personally committed to building an effective leadership succession plan at all levels of the District
- Believes on the importance of a strong leadership and instructional team that will keep student success as the focus of their work
- Has the personal skills to demonstrate and lead the actions necessary to use technology effectively to support teaching and learning and the District's management information systems

- Has a record of success in attracting parents and students to the District and building their confidence in Inglewood public schools
- Can be determined in addressing the facilities deficiencies that exist particularly at the high school level
- Understands the need to “right size” the facilities of the district and the courage to address possible consolidation of school sites
- Has the personal skills to positively engage parents, community, funders, non-profits and other key stakeholders in supporting the needs of the District
- Possesses the knowledge and skills necessary to hire, maintain, and strengthen a high-quality staff committed to student success

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- A record of focusing on students and improving achievement
- A strong fiscal background and understanding of the budget
- Bilingual skills are desirable
- An educator with K-12 experience

SELECTION PROCESS

The State Superintendent of Public Instruction has retained Dr. Michael Escalante and Dr. David Verdugo of *Leadership Associates* to recruit qualified candidates. The consultants will screen applications and recommend candidates to the State Superintendent of Instruction for interviews and further consideration. Any contact with State Superintendent of Public Instruction, 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. State Superintendent of Public Instruction reserves 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 including a written response to five questions in addition to those on the 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 Inglewood Unified School District (IUSD) was established in 1953 with the merger of two high schools from Centinela Valley along with the elementary schools of Inglewood School District, which came into existence in 1888. It encompasses nine square miles in Los Angeles County and is about 13 miles southwest of the city of Los Angeles. Inglewood Unified currently serves approximately 11,000 students in 18 schools in the city of Inglewood and an adjacent section of unincorporated Los Angeles County (Ladera Heights). The district is home to 12 elementary and six secondary schools. Six of our primary schools have been designated as California Distinguished Schools and one has earned the national Blue Ribbon School distinction.

The mission of the Inglewood Unified School District (IUSD) is to ensure that all of our students are taught a rigorous standards-based curriculum, supported by highly qualified staff in an exemplary educational system characterized by high student achievement, social development, safe schools and effective partnerships with all segments of the community. IUSD has made major strides in carrying out the core values of its mission with the delivery of district-wide programs and services in recent years that are ensuring our students are 21st Century college and career ready. Our focus remains in ensuring that our students, staff, parents, and community have access to a quality education that is in line with our current Local Control and Accountability Plan (LCAP).

THE COMMUNITY

Inglewood is a city in southwestern Los Angeles County, California, southwest of downtown Los Angeles. As of the 2010 U.S. Census, the city had a population of 109,673. It was incorporated on February 14, 1908. The city is in the South Bay region of Los Angeles County. Los Angeles Stadium at Hollywood Park is currently under construction in the city and when completed around 2019 will be the new home of both the National Football League's Los Angeles Rams and the Los Angeles Chargers.

THE BOARD OF TRUSTEES

Ms. Melody Ngaue-Tuuholoaki, Advisory Board / President-Seat #3
Dr. Carliss B. McGhee, Advisory Board / Vice President – Seat #2
Mrs. Margaret Hicharas-Bowers, Advisory Board Member – Seat # 1
Mrs. Margaret Tuner-Evans, Advisory Board Member- Seat # 4
Dr. D’Artagnan Scorza, Advisory Board Member- Seat # 5

The Inglewood Unified School District is an equal opportunity employer.

APPLICATION

To Request Application Materials for the State Administrator / Superintendent of the Inglewood Unified School District:

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

Consultants:

Michael Escalante, Ed.D
David Verdugo, Ed.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 June 5, 2017.