



Information for Applicants for the Position of

SUPERINTENDENT **Fresno Unified School District**

A Dynamic Professional Opportunity

THE POSITION

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

PROFESSIONAL PROFILE

The Fresno Unified School District seeks a superintendent who:

- Has a proven track record of growing academic achievement for all students, including children with special needs, English language learners, foster youth and children living in poverty
- Will lead by example and prioritize resources based on data and research
- Is able to build trust and collaboration among all stakeholders
- Is an excellent communicator within the district and the community
- Is a well-respected leader in the district s/he now serves
- Has good relations with the employee associations
- Is action-oriented and a problem solver
- Has a history of working collaboratively with school board members
- Is a courageous leader willing to speak on behalf of all children
- Has a good understanding of K-12 budgets and state finances
- Will engage stakeholders in meaningful conversation and decision-making
- Has a strong record of partnering with civic and community groups
- Has a good understanding of technology and its importance in learning
- 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
- Will demonstrate transparency and collaboration as the foundational leadership style
- Will practice civility with all stakeholders in communities throughout the district
- Has the ability and desire to understand all cultures and races
- Approaches leadership with humility
- Develops a good relationship with the media
- Builds the capacity of board members and the Governance Team
- Is transparent with student data

- Views students as partners
- Connects with people of color
- Is reflective of the values of the community and student population

PERSONAL PROFILE

The Fresno Unified School District seeks a superintendent who:

- Is an effective communicator and listener
- Is data-driven and results-oriented with strong analytical capability
- Has strong human relations skills and a high emotional intelligence
- Will build trust and credibility in the district and throughout the community
- Will honor and maintain the hard work that has been accomplished in the district
- Is a compassionate and inclusive leader who people will want to follow
- Is a consensus builder
- Is a passionate leader
- Is a humble person
- Is personable and approachable
- Is an open and transparent leader
- Is an inclusive, collaborative leader with excellent interpersonal skills
- Is respectful to everyone, regardless of position
- Able to juggle competing priorities with tight deadlines
- Is trustworthy, and possesses the highest level of integrity
- Deeply cares about our most vulnerable and disenfranchised students

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and at least five years' experience as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Dr. Sally Frazier, Dr. Kent Bechler, Dr. Dennis Smith, Mr. Rich Thome, and Mr. Juan Garza 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 professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

Fresno Unified School District serves more than 74,000 students, from preschool through grade 12, preparing career ready graduates through high-quality instruction, district programs and services, and resources. The fourth largest school district in California, Fresno Unified has 10,000 employees, making it the largest employer on the valley floor. The district is governed by a seven-member Board of Education.

Transforming Fresno Unified into a high performing district requires a foundation of core beliefs, which the Board of Education adopted in the spring of 2007 to guide district actions and decisions. Every student can and must learn at grade level and beyond; Teachers must demonstrate the ability and desire to educate each child at a high level; Leaders must perform courageously and ethically to accomplish stated goals; A safe learning and working environment is crucial to student learning; Fresno Unified is a place where diversity is valued, educational excellence and equity is expected, individual responsibility and participation by all is required, collaborative adult relationships are essential, and parents, students and the community as a whole are vital partners.

Those core beliefs continue to help the district attain results. For the sixth year in a row, academic achievement continues to rise with graduation rates at 85.4 percent, up 1.6 percent from the year prior. The district continues to pace ahead of the state average with ALL its comprehensive high schools now near or above 90 percent graduation rate, a step closer to the 100 percent graduation rate the district is striving for. The district is committed to giving all students an equal opportunity to graduate with the greatest number of postsecondary choices from the widest array of options, which explains why the district looks at academic success through a significantly larger lens than most. This includes bringing additional measures of success into the conversation – measures such as A-G completion rates and Career Technology Education (CTE) participation, Advanced Placement and International Baccalaureate course completion.

A-G completion rates continue to improve, now at 47%, giving students more choices to pursue college options within the competitive University of California and the California State University systems. With 21 CTE Linked Learning pathways, students receive both rigorous academic curriculum and career-based learning experiences, which is pertinent to preparing students for college and careers.

Over the last five years, Fresno Unified has expanded opportunities in CTE resulting in an increase in the number of students participating in CTE by 2,400 students – meeting a clear demand the community has continuously advocated for. This includes students engaged in Linked Learning pathways such as the Doctors Academy, agriscience and technology, multimedia and marketing, public service and education.

Keenly focused on improving student outcomes, Fresno Unified School District is led by four key goals. To accomplish the four district goals, it is expected that all students will be in school, on time and ready to learn every day.

1. All students will excel in reading, writing and math;
2. All students will engage in arts, activities and athletics;
3. All student will demonstrate the character and competencies for workplace success; and
4. All students will stay in school on target to graduate.

THE COMMUNITY

Fresno covers about 112 square miles in the center of the San Joaquin Valley, the southern portion of the California's Central Valley. With a census-estimated 2016 population of 520,000, Fresno is the fifth-most populous city in California, the most populous city in the Central Valley, the most populous inland city in California, and the 34th-most populous city in the nation. Centrally located, Fresno is a short drive to a number of national parks, the Sierra Mountains and the beaches of California.

THE BOARD OF EDUCATION

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The Fresno Unified School District is an equal opportunity employer.

APPLICATION

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

Send an e-mail to Becky Banning, Executive Assistant
bbanning@leadershipassociates.org
Phone : 805.364.2775

Consultants:

Sally Frazier, Ed.D, Lead
Kent Bechler, Ph.D, Co-Lead
Juan Garza
Dennis Smith, Ed.D
Rich Thome

Leadership Associates

3905 State Street, #7-407
Santa Barbara, CA 93105
www.leadershipassociates.org

Applications must be completed and returned via email by 5:00 p.m. On July 10, 2017.