



**Information for Applicants for the Position of  
SUPERINTENDENT  
ORANGE UNIFIED SCHOOL DISTRICT  
A Dynamic Professional Opportunity**

**THE POSITION**

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

**PROFESSIONAL PROFILE**

The Orange Unified School District seeks a superintendent who:

- Has a proven track record of success
- Will maintain a focus on student learning
- Is a visionary leader who can take a successful district to the next level
- Is successful and well respected in the district they now serve
- Is a person that can “think outside the box”
- Offers a strong fiscal background and understanding of school finance and budget
- Is able to guide the implementation of the new facilities bond
- Will continue to build upon the positive relationship the district has with its bargaining units
- Is visible and accessible
- Is an excellent communicator
- Has senior management level leadership experience in a school district
- Is a transparent and ethical leader and a person of high character
- Is able to promote and market the district in positive and innovative ways
- Is knowledgeable of California educational statutes
- Values the diversity of the community
- Is effective in reaching out to all stakeholder groups
- Understands and appreciates the ethnic, economic and geographic differences among stakeholders
- Values a strong collaborative working relationship with the Board of Education
- Is able to work effectively with the Board
- Will build within the Board a sense of understanding of roles and responsibilities and the importance of teamwork
- Will make a long-term commitment to the Orange Unified School District

## PERSONAL PROFILE

The Orange Unified School District seeks a superintendent who is:

- Genuine, authentic and a person of great integrity
- Honest in appraising the conditions of the district
- Personable and approachable
- Creative in seeking solutions
- Willing to take risks in order to advance effective programs for all students
- Respectful to all stakeholders
- Collaborative by nature
- A good listener and sees the role as serving the interests of all stakeholders
- Trusted to serve the best interests of students
- Sensitive to the needs of all students, including those with special needs and EL Learners

## 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 Drs. Kent Bechler, Marc Ecker and Dennis Smith 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

The Orange Unified School District serves more than 28,522 students in transitional kindergarten through 12<sup>th</sup> grade, and encompasses all or part of the cities of Anaheim, Garden Grove, Orange, Santa Ana, and Villa Park. In 1953, the citizens of the area voted to form a "unified" school district, combining the original

five elementary schools with the high school district into one district, now known as the Orange Unified School District. The District has a long history of excellence that continues to grow and be enriched by the accomplishments of its students, teachers, staff and community. The District is home to Orange County's only WASC Accredited Comprehensive Public Middle School, Cerro Villa, and hosts OC's only high school Aviation program at Canyon High School. The District is composed of 26 elementary schools, 3 middle schools, 2 charter schools, 1 K-8 magnet school, 4 high schools, and 5 special programs sites. The District has a graduation rate of 99% and an attendance rate of 96%. It has approximately 3,279 employees and a budget of approximately \$295.6 million. The District's Mission Statement is: *The Orange Unified School District, being committed to planning for continual improvement, will offer a learning environment of excellence, with high expectations, to provide each student with the opportunity to be able to compete in the global economy.*

## THE COMMUNITY

The Orange Unified School District is located in the city of Orange, California. The city is located in the north-central Orange County, approximately 32 miles southeast of Los Angeles. The city is predominantly flat with hills surrounding Orange to the north and east. The current population is 140,094 and is expected to increase. Seventy-seven percent of the population is 18 years and older with a median age of 33. The City of Orange has a diverse economic base, including a full spectrum of retail, office and industrial uses, as well as major medical centers and educational institutions. The broad range of business activity in the city provides Orange with a local, national, and international presence. The access to the city provided by four major freeways and the Metrolink commuter rail system also makes Orange a particularly convenience business location. Orange consists of a wide range of neighborhoods, each with a distinctive character and personality. The city is mostly comprised of single-family homes and housing has grown steadily throughout the decades.

## THE BOARD OF EDUCATION

Rick Ledesma, Board President, Trustee Area 7  
John Ortega, Board Vice President, Trustee Area 2  
Kathryn A. Moffat, Board Clerk, Trustee Area 4  
Alexia Deligianni-Brydges, E.D., Board Member, Trustee Area 3  
Brenda Lebsack, Board Member, Trustee Area 6  
Timothy Surrige, Board Member, Trustee Area 5  
Andrea Yamasaki, Board Member, Trustee Area 1  
*The Orange Unified School District is an equal opportunity employer.*

## APPLICATION

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

Send an e-mail to Becky Banning, Executive Assistant  
[bbanning@leadershipassociates.org](mailto:bbanning@leadershipassociates.org)  
Phone: 805.364.2775

### Consultants:

**Kent Bechler, Ph.D., Marc Ecker, Ph.D., Dennis Smith, Ed.D.**

### Leadership Associates

3905 State Street, #7-407  
Santa Barbara, CA 93105

[www.leadershipassociates.org](http://www.leadershipassociates.org)

**Applications must be completed and returned via email by 5:00 P.M. on November 20, 2017.**