



Information for Applicants for the Position of SUPERINTENDENT Santa Paula Unified School District A Dynamic Professional Opportunity

THE POSITION

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

PROFESSIONAL PROFILE

The Santa Paula Unified School District seeks a superintendent who:

- Is a strong education leader who will work collaboratively with others
- Is familiar with the issues facing Santa Paula and has a track record in effectively dealing with those issues
- Will implement the changes required to ensure the district's operational procedures are cohesive and unified
- Will initiate effective strategies for improving achievement
- Will strengthen the work of the governance team
- Possesses strong operational skills so that district administrative systems and structures function efficiently and effectively
- Is able to identify top priorities and focus District initiatives on those priorities
- Has a record of effective financial management
- Possess the skills to effectively implement the District's bond program
- Is able to mobilize resources to support the District's work
- Is experienced in working in a diverse school district and community such as Santa Paula
- Has a proven track record of success in raising student achievement and closing the achievement gap
- Is an excellent communicator
- Has experience ensuring the success of English Language Learners
- Has a good understanding of technology and its importance in learning
- Has a strong record of partnering with civic and community groups
- 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

PERSONAL PROFILE

The Santa Paula Unified School District seeks a superintendent who is:

- Exhibits both strength and humility in dealings with others

- Culturally competent and sensitive to SPUSD’s multicultural community
- Will make a long-term commitment to SPUSD
- Is a trustworthy person
- Is an effective communicator and listener
- Is a consensus builder
- Is personable and approachable
- Is an open and transparent leader
- Is an inclusive leader with excellent interpersonal skills
- Is trustworthy, and possesses the highest level of integrity

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 of experience as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Dennis Smith and Rich Thome 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

Santa Paula Unified School District serves students from grades K through 12 and has a total of nine schools. The Santa Paula Unified School District is located in Ventura County. The District operates an early childhood education program, six K-5 elementary schools, one 6-8 middle school, one comprehensive high school and one continuation high school. Approximately 535 certificated and classified employees serve 5,500 students on a budget of \$55 million. Santa Paula Unified is proud to be the home of the National

MESA Champions, the Migrant Speech/Debate Winners, a CSBA Golden Bell Award recipient, two award winning academic academies, and a National Blue Ribbon School (Grace Thille Elementary). In addition, both high schools were recently awarded six year accreditations as well as a new track and field facility and a state of the art science/technology building on the campus of Santa Paula High School.

THE COMMUNITY

The City of Santa Paula, California is located 65 miles northwest of Los Angeles and 14 miles east of Ventura and the coastline of the Pacific Ocean. Santa Paula is the geographical center of Ventura County, situated in the rich agricultural Santa Clara River Valley. The city is surrounded by rolling hills and rugged mountain peaks in addition to orange, lemon and avocado groves. In fact, Santa Paula is referred to as the "Citrus Capital of the World."

THE BOARD OF EDUCATION

Michelle Kolbeck, President
 Derek Luna, Vice President
 Christina Urias, Clerk
 Kelsey Stewart, Member
 Pamela Thompson, Member

The Santa Paula Unified School District is an equal opportunity employer.

APPLICATION

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

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

Consultants:
Dennis Smith & 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 February 12, 2018.