



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

THE POSITION

The Board of Trustees of the Alvord Unified School District invites highly qualified educators with strong student-centered values, who are fiscally responsible and community oriented to apply for the position of superintendent. The successful candidate will possess the highest level of communication skills and integrity, a collaborative style, high energy and be focused on improving achievement for all students as well as embrace the importance of equity and partnerships with community and staff. The superintendent, as chief executive officer of the district, provides the overall leadership for curriculum and instruction, standards and assessment, finance, budgeting, personnel, and school facilities and develops effective communication, collaboration, and outreach with the community, parents and staff.

PROFESSIONAL PROFILE

The Alvord Unified School District seeks a superintendent who:

- Employs collaborative leadership skills
- Builds /supports leadership capacity in others but recognizes his/her leadership responsibility
- Builds trust among all stakeholders in the district and community
- Has the ability to listen, communicate and work effectively with diverse groups of stakeholders
- Has a solid understanding of school finance and possesses strong management and financial skills
- Is highly visible throughout the district and community
- Has experience as a superintendent or executive cabinet member
- Builds a strong relationship with the Board in support of a shared vision for all students
- Is committed to building a positive culture for all stakeholders in the district
- Will establish a strong and positive relationship with all employees and the Associations that represent them yet recognizes his/her responsibility to lead the district
- Is a committed and knowledgeable instructional leader who supports and promotes current and effective teaching and learning principles
- Builds leadership capacity among all members of his management team, creating career pathways and leadership opportunities for everyone
- Acknowledges the importance of site based leadership
- Supports the important work of teachers in the classroom and acts to increase their capacity to provide meaningful and effective instruction for all students
- Builds community and parent partnerships

PERSONAL PROFILE

The Alvord Unified School District seeks a superintendent who:

- Is a person who is honest and transparent with high integrity

- Is a strong leader who supports principal leadership even in cases of strong union opposition
- Maintains an open-door policy
- Is friendly and approachable
- Is an inclusive leader
- Is dedicated to the district and is willing to commit the tenure in the position necessary to move the district successfully into the future
- Is a servant leader who inspires others and performs at the highest level
- Is a relationship builder
- Values diversity and seeks to create a just, equitable and inclusive education for everyone
- Is open to all points of view and views differing opinions as a means toward progress

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Has direct knowledge and experience in instructional and administrative leadership in a large and diverse school district, at the central office and school site levels
- Has experience in a cabinet level or executive leadership position with superintendent experience desirable
- Has a postgraduate degree and evidence of continuous professional growth
- Has worked effectively with community groups

SELECTION PROCESS

The Board of Trustees has retained Rich Thome and Dr. Marc Ecker to recruit qualified candidates. 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. The superintendent will be expected to begin as soon as possible upon mutual agreement between the selected candidate and the Board.

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

Alvord Unified School District believes that everyone has the right to a world-class education. We are honored to serve a community enriched by its diversity, encompassing the western portion of the City of Riverside, the eastern portion of the City of Corona, and segments of incorporated parts of Riverside County. Daily, each of our 23 schools provides our nearly 20,000 students with the relevant, engaging, and innovative learning experiences necessary to inspire them to fulfill their own unlimited potential. Using an asset-based approach and building on the belief that excellence is within everyone, we seek students' voice and empower teachers to lead as we support a collective focus on Literacy and

Equity. Literacy is a vital component of college and career readiness, and our district-wide plan outlines the steps necessary to ensure that students gain the ability to read, write, and communicate with competence and confidence in the 21st century. As a learning organization committed to addressing the unique needs of each student, Alvord is proud to offer and grow a number of programs such as Dual Language Immersion (DLI), International Baccalaureate (IB), Project Lead The Way (PLTW), Advancement Via Individual Determination (AVID), Science, Technology, Engineering and Math (STEM), Alliance for a Healthier Generation, and a music program beginning with instrumental music in the elementary grades, each taught by dedicated, highly qualified teachers. Capitalizing on the belief that success is our shared responsibility, we empower every individual to collectively transform the educational landscape.

Our Strategic Plan

Our priorities are: Students, Teachers and Instructional Content.

Values

Courage; Inclusiveness; Innovation; Integrity

Vision

The Alvord Unified School District Promise: All students will realize their unlimited potential.

Mission Statement

Alvord Unified School District, a dynamic learning community that embraces innovation, exists to ensure all students attain lifelong success through a system distinguished by:

- Active and inclusive partnerships
- Relationships that foster a culture of trust and integrity
- High expectations and equitable learning opportunities for all
- A mindset that promotes continuous improvement
- Multiple opportunities for exploration and creativity
- Professional development that promotes quality teaching and learning
- Access to learning experiences that promote a high quality of life

Parameters

- We will collaboratively develop policies that support equitable learning opportunities for all
- We will hold everyone to a high level of accountability
- We will not allow economic, social and academic barriers to impede the safety and education of our students
- We will respect and value the diverse roles of all individuals and their contributions
- We will only tolerate beliefs, decisions and actions that inspire students to succeed

Beliefs

We believe:

- In individual empowerment
- Everyone has the right to a world-class education
- Success is our shared responsibility
- Engaged learning strengthens our organization
- Our community is enriched by its diversity
- Innovation with inspiration transforms lives
- Excellence is within everyone

Objectives

- All students will graduate from high school, ready for college and career
- All students will contribute to a high quality of life in our community
- All students will be inspired to fulfill their own unlimited potential

Strategies

- We will redefine and establish programs for students who pursue an alternative educational pathway
- We will collaborate with all partners and each other for the benefit of our students and the future of our community
- We will develop a comprehensive PreK-12 program that ensures quality and engaging instruction
- We will communicate effectively with all stakeholders in a clear and timely manner
- We will develop the character of each student to build a better and more unified community
- We will ensure, develop and support exemplary staff at all levels of the organization
- We will develop a system for meaningful family engagement
- We will develop a learning environment that challenges all students to achieve excellence
- We will develop a learning organization to address the unique situation of each student.

THE COMMUNITY

The city of Riverside is a city in Riverside County, California, located in the Inland Empire metropolitan area. Riverside is the county seat of the eponymous county and named for its location beside the Santa Ana River. It is the most populous city in the Inland Empire and in Riverside County, and is located about 60 miles (97 km) east of Los Angeles. It is also part of the Greater Los Angeles area. Riverside is the 59th most populous city in the United States and 12th most populous city in California. As of the 2010 Census, Riverside had a population of 303,871. Riverside was founded in the early 1870s. It is the birthplace of the California citrus industry and home of the Mission Inn, the largest Mission Revival Style building in the United States. It is also home to the Riverside National Cemetery. The University of California, Riverside, is located in the northeastern part of the city. Other attractions in Riverside include the Fox Performing Arts Center, Riverside Metropolitan Museum, which houses exhibits and artifacts of local history, the California Museum of Photography, the California Citrus State Historic Park, and the Parent Washington Navel Orange Tree, the last of the two original navel orange trees in California.

THE BOARD OF EDUCATION

Julie Moreno, President
 Robert Schwandt, Vice President
 Carolyn Wilson, Clerk
 Joseph Barragan, Member
 Art Kaspereen, Jr., Member

The Alvord Unified School District is an equal opportunity employer.

APPLICATION

To Request Application Materials for the Alvord Unified School District

Superintendent Position:

Send an e-mail to Becky Banning, Executive Assistant

bbanning@leadershipassociates.org

Phone : 805.364.2775

Consultants: Rich Thome, Lead; Marc Ecker, Ed.D., Co-Lead

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 23, 2018.