



**Information for Applicants for the Position of  
SUPERINTENDENT  
Pacifica School District  
A Dynamic Professional Opportunity**

**THE POSITION**

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

**PROFESSIONAL PROFILE**

The Pacifica School District seeks a superintendent who:

- Is able to make decisions with keeping the needs of students first
- Has a track record of successful implementation
- Is a strong instructional leader
- Has knowledge of k-8
- Has experience in similar size district
- Is collaborative with all stakeholders
- Is innovative and thinks outside the box
- Has good fiscal knowledge
- Can work with outside stakeholders
- Has high academic standards
- Has good interpersonal skills
- Has good written and speaking skills
- Has experience with bonds and facilities
- Has experience with student outcomes and how to monitor progress
- Has successful experience working with teachers and classified personnel
- Has experience in overseeing facilities projects
- Understands how to deal with declining enrollment
- Knows about alternatives to suspensions and restorative justice
- Understands dashboard
- Has experience wearing many hats especially in a small district
- Is local (preferred)
- Has experience communicating with diverse community
- Understands and values the needs of special ed and English Language Learner students
- Is able to focus on excellence and high expectations
- Is able to work with local districts
- Understands today's classroom
- Has a k-8 vision that is long term and sustainable
- Is willing to acknowledge the expertise of certificated and classified staff

## PERSONAL PROFILE

The Pacifica School District seeks a superintendent who:

- Likes students
- Has good listening skills
- Knows when to delegate
- Is highly visible and accessible
- Has open door policy
- Is a teambuilder
- Is a curriculum expert
- Understands and appreciates diversity
- Understands bay and coastal towns
- Is approachable
- Is personable
- Is adaptable
- Is transparent
- Wants to be a part of the community
- Has sense of humor
- Is a positive motivator/cheerleader

## 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 Eric Andrew and 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)

## THE DISTRICT

Pacifica School District, located in San Mateo County, serves more than 3,150 students, from K through grade 8.

### **Mission**

Pacifica School District, the community it serves, and the children they cherish, together prepare each child to meet the challenges of the future by providing an equitable, rigorous academic program which nurtures curiosity and inspires joy, confidence, and achievement in learning.

### **Philosophy**

Guided by the concept of “good to great,” the Pacifica School District builds on our past achievements and strong community support:

- Parent - Teacher Organizations
- Pacifica School Volunteers
- Pacifica Education Foundation (PEF)
- Saving Pacifica Schools
- City of Pacifica
- Facilities Bond
- Local Parcel Tax

All of our District schools, have met or exceeded the State of California’s high performing school criteria by earning an Academic Performance Index (API) score of 800 or higher as part of Standardized Testing and Reporting (STAR). We are now preparing to shift to the California Assessment of Student Performance Progress (CAASPP), the new test required by the State of California. The CAASPP includes three different groups of tests: 1) The Smarter Balanced Assessment Consortium (SBAC): The new assessments aligned to the Common Core Standards for English Language Arts (ELA) and Mathematics in grades 3-8; 2) California Standards Test (CST) Science assessments in grades 5 and 8; 3) CAPA (identified students through an Individual Education Plan) - Science grade 5 and 8; ELA and mathematics grades 2-8.

In addition to this shift to CAASPP, Pacifica School District developed the State mandated [Local Control Accountability Plan](#) that was collaboratively developed during the 2013-14 academic year. This plan will guide our work to accomplish the seven district goals:

Goal 1: Recruit and retain highly qualified teachers and educational support staff.

Goal 2: Fully implement the CCSS in ELA, Math; and ELD.

Goal 3: Invest in maintaining and improving facilities.

Goal 4: Support all students in reaching their academic potential.

Goal 5: Provide quality instruction that expands upon the CCSS through a broad course of study.

Goal 6: Provide quality parent engagement opportunities around student learning.

Goal 7: Enhance student connectedness by providing a welcoming and positive school climate that fosters a sense of belonging.

## THE COMMUNITY

Pacifica is located just 12 miles south of San Francisco along the scenic coast of the Pacific Ocean. Known for its natural beauty, Pacifica is filled with numerous hiking trails through rolling hills that overlook the ocean surf and forested canyons. Rich in history, beauty and community spirit - we have something for everyone! To learn more about the City of Pacifica, visit the [City of Pacifica](#) website.

## THE BOARD OF EDUCATION

Elizabeth Bredall, President  
Laverne Villalobos, Vice President  
Jesse Levin, Clerk  
Andrea Gould, Vice Clerk  
Kathy Shiokari, Member

*The Pacifica School District is an equal opportunity employer.*

## APPLICATION

### **To Request Application Materials for the Pacifica 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:**  
**Eric Andrew, Ed.D.**  
**Juan Garza**

**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 March 21, 2018.**