



## Information for Applicants for the Position of SUPERINTENDENT Buena Park School District A Dynamic Professional Opportunity

### THE POSITION

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

### PROFESSIONAL PROFILE

The Buena Park School District seeks a superintendent who:

- Has a proven track record of success in a K-8 environment with demonstrated leadership in a central office role
- Is an instructional leader with a clear vision of academic success
- Possesses a solid understanding of school budget and finances
- Possesses excellent communication skills (listening, speaking, writing)
- Uses strong collaboration skills to build team and genuinely values staff input and involvement
- Will foster and build strong relationships with the associations that represent teachers and classified employees
- Engages the school community in developing a visionary plan and effective systems to assure that students are afforded exceptional educational opportunities
- Is innovative and creative in developing effective uses of technology
- Understands current cutting edge instructional practices
- Has knowledge and experience in the area of budget and the ability to assess the financial implications of decision making
- Is committed to assuring the highest level of student performance
- Is highly skilled in developing and mentoring strong educational leaders at the site and cabinet level
- Possesses a collaborative leadership style, with a track record of cohesive relationships with employee groups
- Understands the role and responsibilities of the governing board, and respects the relationship between the superintendent and the governing board.
- Is able to continue to move the District toward a 21<sup>st</sup> century learning environment
- Has a record of developing and implementing partnerships with governmental agencies and businesses
- Recognizes the importance of parents as partners in their children's education

### PERSONAL PROFILE

The Buena Park School District seeks a superintendent who:

- Is widely respected and possesses outstanding interpersonal relationship skills
- Believes that the development of strong relationships is key to the health of the district

- Is committed to maintaining the strong, supportive relationships with the parent community
- Is a respectful, relationship-oriented leader dedicated to developing collaborative relationships among all groups
- Demonstrates a warm, caring and approachable demeanor with a good sense of humor
- Possesses exceptional communication skills
- Is an inclusive leader
- Possesses a sincere and passionate commitment to all children
- Is a person of great honesty and transparency
- Appreciates and recognizes the importance of the arts
- Truly believes that every student is capable of achieving at the highest level
- Will always keep student success as the major focus of the District
- Sees diversity as a great asset to be nurtured and developed
- Recognizes the importance of being visible in schools and the community
- Is a good problem solver
- Is able to inspire, motivate and challenge everyone connected with the schools to do their best work

#### DESIRED EDUCATION/EXPERIENCE

- Masters degree or higher with a record of continuous learning
- Experience as a teacher, principal and cabinet level administrator with an emphasis in elementary education
- A solid understanding of school budgets and facilities
- A record of focusing on students and improving achievement for all students
- Bilingual desired, not required
- A strong record of partnering with community groups

#### SELECTION PROCESS

The Board of Education has retained Dr. Dennis Smith and Dr. Kent Bechler 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

Buena Park School District's mission is to Improve the Lives of Our Students and Families. Buena Park School District consists of six TK-6 elementary schools and one 7-8 junior high school with a diverse ethnic and socio-economic student population. We serve approximately 4,850 students who speak over 28 languages at home, including Spanish, Korean, and Tagalog. Our children live in the diverse cities of Buena Park, Fullerton, La Mirada, Anaheim, and La Palma. Forty percent of our students are English learners, 80% are low income, and 10.3% receive Special Education Services. Our District's most recent CAASPP state testing data indicates that BPSD students continue to improve in the areas of mathematics and English Language Arts. We offer transitional kindergarten and full-day kindergarten classes. Students in our district experience a rigorous and comprehensive 21st century curriculum taught through integrated, standards-based instruction and supported by mobile technology. Currently, all 4th through 8th grade students receive an iPad to support their learning in all curricular areas. We support working parents by offering before and after-school child care programs extending learning opportunities, including After School Education and Safety (ASES), Kid Connection, and state and parent-participation preschool programs. Parent engagement is encouraged and celebrated through many school and district level programs.

## THE COMMUNITY

Located in northwest Orange County, Buena Park is situated 21 miles southeast of Los Angeles, and is referred to locally as the "Center of the Southland" due to its easy access to both the 91 and 5 freeways. With a diverse population of 83,000, Buena Park offers quality residential areas, excellent cultural and recreational facilities, and a stable economy within its 10.3 square miles. The strong local economy includes the Entertainment Corridor, which contains a variety of well-known attractions, including Knott's Berry Farm, Pirate's Dinner Adventure, Medieval Times Dinner and Tournament, several hotels, and secured development plans for several more exciting entertainment and lodging venues. In addition, the City has a thriving Auto Center and approximately 100 manufacturing and warehousing companies. Some of the larger employers in the City include Nutrilite, Georgia Pacific, Leach International, and Yamaha Music.

## THE BOARD OF EDUCATION

Samuel Van Hamblen, President  
Irene Castañeda, Clerk / President Pro Tem  
Tharwa Ahmad, Member  
Barbara Michel, Member  
Rochelle Smith, Member

*The Buena Park School District is an equal opportunity employer.*

## APPLICATION INSTRUCTIONS

### To Request Application Materials

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

### Consultants:

**Dennis Smith, Ed.D., Lead**  
**Kent Bechler, Ph.D., Co-Lead**

### Leadership Associates

3905 State Street, #7-407  
Santa Barbara, CA 93105  
[www.leadershipassociates.org](http://www.leadershipassociates.org)  
Phone: 805.364.2775

**Applications must be completed and returned via email by 5:00 P.M. on July 2, 2018.**