



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

THE POSITION

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

PROFESSIONAL PROFILE

The Whittier City School District seeks a superintendent who:

- Is committed to seeing every child succeed and has the ability to cultivate an educational culture mindset that failure is not an option
- Is a leader that is inspirational and motivational
- Is a 21st Century Instructional leader who is a proven change agent; innovative, transformational, a critical thinker, and problem solver who is comfortable divergent thinking
- Understands Board-Superintendent relationships and will develop a long-term vision centered on serving and meeting the needs of all students first and take steps to implement that vision
- Is a courageous and bold leader committed to removing all barriers for students to ensure academic, social and emotional success
- Will engage, and empower all parents and stakeholders in the district and community
- Has a history of proactive work with and has proven to have met the needs of special education students and their parents collaboratively
- Will increase and accelerate the rate of parent involvement in the District to improve ADA
- Will be someone with whom students and parents can relate, communicate and identify
- Is committed to promoting educational equity in our diverse community such as Whittier and is reflective of its values
- Is a leader who is visible at school sites, accessible and approachable to students, parents, staff, and community
- Holds a genuine belief that all Whittier City students can achieve excellence and transition successfully into college or a meaningful career
- Is willing to hear out the differing opinions of others but at the same time be able to make decisions based on the best outcome for our ultimate stakeholders: our students
- Is experienced with LCAP processes and procedures and will place the needs of students first
- Will be an innovative leader who is a critical thinker to ensure student achievement
- Is inspirational, motivational and can get others to believe in, and support the District
- Will create a long-term vision for us here and will develop steps to implement it
- Has strong experience with budget, finance and state funding

- Is committed to developing a highly state ranked school district that is guided by the standards of a guaranteed and viable curriculum and has a successful track record of accelerating the academic achievement of all students
- Has demonstrated success and understands the needs of English language learners and can fully engage the support of parents and community members
- Will be a trainer, a mentor to administrators, and will be committed to their professional development and evaluation in a transparent process
- Has a strong record of partnering with civic and community groups
- Will maintain, strengthen and enhance the theme academies at our Whittier schools

PERSONAL PROFILE

The Whittier City School District seeks a superintendent who:

- Is open and respectful to people of all levels in the district and our Whittier community
- Is people-oriented, approachable and collaborative
- Bilingual (Spanish) ability would be a great asset
- Has passion and strong determination about moving the District forward
- Is honest and transparent with all members of the educational community and reflects this through their work
- Is a leader who can capture the hearts and minds of all stakeholders at all levels in order for the District to become more unified and meld everyone into a highly functioning team: Is respectful of all in the community
- Is an active listener and has a high degree of personal integrity
- Is a life-long learner who is open to suggestions from parents and the community
- Has strong interpersonal skills; is a strong communicator and has a sense of humor
- Is culturally proficient and aware: values and is sensitive to the needs of a diverse student population and community

THE DISTRICT

Whittier City School District is a Transitional Kindergarten through 8th Grade School District with eight elementary schools, two middle (6-8) schools, and one K-8 school. We serve approximately 6,200 students who matriculate into the Whittier Union High School District. Whittier City School District offers some of the highest tech learning environments in California in order to further engage students in learning and to enhance instruction. All rooms have wireless connections to the Internet, an Apple TV and High Definition TV's with enhanced sound to capture students' interest and create a stimulating environment. All students in all grade levels have access to iPads. The District is also the recipient of numerous grants and awards. The community supported the passage of bond elections in November 1996, March 2000 and November 2013.

Whittier City School District is one of seven local districts that join together in a Special Education Cooperative (SELPA) serving Whittier area special needs students

The Board, as well as the community, supports the Visual and Performing Arts in our schools. We have music and art teachers at each of our elementary and middle schools and each year we display our students' art work at the Whittier Art Gallery. Two of the middle school have a band room designed and purchased by the District.

THE COMMUNITY

The City of Whittier has five new school districts; some within city boundaries and others in the unincorporated areas of the City. Whittier is located in Los Angeles County, about 12 miles southeast of the City of Los Angeles. The City covers 14.8 square miles and has an estimated

population of 87,369 as of January 1, 2018. Businesses and industries in the area include 436 professional services, 845 retail stores, 200 family-type restaurants, 37 manufacturing plants, 7 hotels and motels, 2 new automobile dealerships and over 303 specialty shops and boutiques, predominantly located in Uptown Whittier, the Quad shopping mall, as well as the Whittwood Town Center. Whittier's strong sense of history and vision for the future has made it an upscale and dynamic residential community. Throughout the years, the City of Whittier has striven to provide a healthy and safe community and a well-maintained infrastructure enhanced by planned patterns of growth and development. Through a balance of economic, social, political, cultural and recreational opportunities, the City Council has encouraged an atmosphere conducive to community spirit and active participation in the affairs and progress of the community. Such efforts have been made to ensure a visually pleasing community in which the City's identity and character are preserved and enhanced. The official flower of the City is the Friendship Rose.

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning
- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget
- A record of high parental/community engagement and improved student achievement in a diverse community with English language learners
- Experience as Cabinet-level member or Assistant Superintendent
- Experience as a public-school teacher and principal, preferably working with historically underserved student populations
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Mr. Rich Thome and Dr. David Verdugo 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 see all applications and 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 BOARD OF EDUCATION

Mrs. Cecilia Perez Board President
Dr. Irella Perez, Board Vice President
Mrs. Polly Vigil, Board Clerk
Mrs. Linda Small, Board Member
Dr. Jennifer De Baca Sandoval, Board Member

The Whittier City School District is an equal opportunity employer.

APPLICATION

To Request Application Materials for the Whittier City School District Superintendent Position:

Send an e-mail to Becky Banning, Executive Assistant

bbanning@leadershipassociates.org

Phone: 805.364.2775

Consultants:

Rich Thome

David Verdugo, Ed. D.

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 June 11, 2018.