



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

THE POSITION

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

PROFESSIONAL PROFILE

The San Lorenzo Unified School District seeks a superintendent who:

- Has a proven track record of improving student achievement
- Considers the long-term impacts to all students when making decisions
- Is an instructional leader with an equity lens
- 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 in schools, throughout the district and community
- Has experience as a teacher, site administrator and a 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.
- 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 the management team.
- 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
- Values and seeks input from staff, parental community and student voices

PERSONAL PROFILE

The San Lorenzo Unified School District seeks a superintendent who:

- Is trustworthy, and possesses the highest level of integrity
- Will make a long-term commitment to the San Lorenzo Unified School District
- Is able to lead difficult conversations, listen and effectively respond
- Is a consensus builder
- Is personable and approachable
- Is an open and transparent leader
- Is an inclusive leader with excellent interpersonal skills
- Is a strong collaborator
- Demonstrates cultural competency in multifaceted community

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience
- 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 Consultants Dr. Eric Andrew and Mr. 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)

All materials will be acknowledged and treated confidentially

THE DISTRICT

The district was established on November 8, 1859 and is one of the oldest continuously operating school systems in the State of California. From a humble beginning in 1850 with only six students and a tiny portable schoolhouse, the District reached its peak size in 1970 with 18,000 students enrolled in 28 schools. Superintendent Fr. Fred Brill recently retired after serving five years in San Lorenzo. The district is currently holding a search process for the next superintendent. The district collaborates with multiple city and county government departments to access and organize services for students and families. The school district partners with many local initiatives to create multiple opportunities for students and families. These partnerships include Alameda County Supervisors and Alameda County Office of Education to provide services to community members ages 11-24 at the REACH Ashland Youth Center.

Currently, San Lorenzo Unified School District consists of nine elementary schools, three middle schools, and four high school sites. The District Independent Contracted Education (DICE) program gives students the chance to receive several hours of instruction each week one on one with a highly qualified teacher, while taking on the obligation to complete an additional number of study hours at home. In 2004, the school district adopted wall to wall Small Learning Communities and offers eight different programs for all 3300 high school students. The students of San Lorenzo represent the diversity of the town's past and present. Of the students attending TK-12 schools in San Lorenzo, 56% are Hispanic/Latino, 13% are Asian, 12% are Black/African American, nine percent are white, eight percent are Filipino and two percent are of other races. Forty two percent of the students in San Lorenzo speak Spanish as their first

language, while 40% speak English as their first languages. Other languages represented include Cantonese/Mandarin (7%), Tagalog (4%), Vietnamese (3%) and Arabic (3%). Three percent of our students speak one of 37 other languages. Of the approximately 10,500 students, 69% are eligible for the Federal Free and Reduced Lunch Program. Seventy-two percent of the District's students are either socio-economically disadvantaged, English Learners or Foster Youth. Many of our students fall into more than one of these categories, but can only be counted once.

District-wide teachers have focused on implementation of Common Core State Standards to guide classroom instruction. Administrators and teachers use multiple measures of assessment, including NWEA and CAASPP to determine program needs. Teachers utilize formative and summative data across grade and subject areas to inform instruction. Weekly collaboration, planning and analysis of lesson objectives, student work samples, and performance on common assessments drive the delivery of curriculum and the instructional strategies utilized. Analysis of data determines intervention course offerings.

THE COMMUNITY

The Community of San Lorenzo is situated in unincorporated Alameda County between the cities of San Leandro and Hayward. The 2010 United States Census reported that 23,452 people, 7,425 households, and 5,792 families reside in San Lorenzo. The population density is approximately 8,488 people per square mile (3,276.8/km²). The racial makeup is approximately 47.4% White (32.4% non-Hispanic), 4.8% African American (4.5% non-Hispanic), 1.0% Native American, 21.6% Asian, 0.8% Pacific Islander, 17.9% from other races, and 6.5% from two or more races. Roughly 37.7% of the population is Hispanic or Latino of any race. The school district boundaries include parts of the cities of San Leandro and Hayward.

THE BOARD OF EDUCATION

Penny Peck, President
Kyla Sinegal, Vice President/Clerk
Juan Campos, Member
Samuel Medina, Member
Marilyn Stewart, Member

The San Lorenzo Unified School District is an equal opportunity employer.

APPLICATION

To Request Application Materials for the San Lorenzo Unified School District Superintendent Position:

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

Consultants:
Juan Garza
Eric Andrew, 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 February 21, 2019.