



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

THE POSITION

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

PROFESSIONAL PROFILE

The Alameda Unified School District seeks a superintendent who:

- Has a holistic child perspective
- Has experience as a superintendent
- Has a proven track record of growing academic achievement for ALL students
- Has experience working in a culturally diverse community
- Is a good listener, caring, and compassionate
- Has a “student first” attitude
- Is an instructional leader
- Is an advocate of both college and career readiness
- Has good fiscal management and fund allocation
- Considers the long-term impacts to all students when making decisions
- Can facilitate the development of a new vision, with implementation strategies
- Employs collaborative leadership skills
- Can discover and access community resources
- Builds trust among all stakeholders in the district and community
- Is a systems thinker, manager
- Has a record of closing the achievement gap
- Has experience with driving a strategic plan

PERSONAL PROFILE

The Alameda Unified School District seeks a superintendent who:

- Is honest, trustworthy, ethical and confidential
- Is approachable and committed to the district
- Is collaborative and inclusive, an active listener
- Is creative and innovative; receptive to others’ ideas
- Is passionate and compassionate
- Values initiative follow-through
- Is a proponent of equity and diversity

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 Consultants 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)

All materials will be acknowledged and treated confidentially

THE DISTRICT

The Alameda Unified School District, located in Alameda County, has been educating Alameda's children since 1855, when the Schermerhorn School was built on Court Street between Van Buren and Jackson Street. Today, AUSD serves the needs of some 9,400 students from preschool through high school and has about 1000 full-time employees. Those students reflect the diversity of our community and the San Francisco Bay Area region, with 29% being Asian, 29% White, 15% Hispanic, 7% Black/African American, 7% Filipino, and 11% of two or more races. About 29% of our students are low income, 15% are English learners, and 11% receive special education services. The district's unduplicated count is 36%.

To serve this diverse community of learners, AUSD's nine elementary schools, four middle schools, and four high schools offer a wide range of educational opportunities, including neighborhood schools, STEAM programs, intervention services, arts integration, and newcomer classes for students who have recently arrived in this country. Our high schools have strong Career Technical Education programs, including broadcast journalism, sports medicine, childcare, and genomics, as well as a full array of honors, AP, and visual and performing arts classes. Our continuation program at Island High School supports students needing support to graduate; our magnet high school – the Alameda Science and Technology Institute – offers an Early College Program that provides students opportunities to earn college credits and/or an Associate of Arts degree while still enrolled in high school. In recent years, the district has developed a strong and innovative environmental literacy program and has also developed an informal "Everyone Belongs Here" motto that has been adopted both by the community at large and other districts across the country. [Learn more about AUSD.](#)

THE COMMUNITY

The Alameda Unified School District is located in the City of Alameda, California. Alameda is a unique island community of approximately 76,000 residents in the San Francisco Bay Area. With connections to the East Bay mainland by four bridges, two underwater tubes, and highly-desirable ferry service to San Francisco, we are within minutes of numerous cultural activities in San Francisco, Oakland, and Berkeley. People are drawn to Alameda for our safe and inviting residential communities with distinguished neighborhood schools, boutique shopping, and a broad mix of destination restaurants. Alameda takes pride in being a vibrant community with a rich maritime history and small-town charm. We offer a diverse mix of housing, including multi-family units and historic Victorian homes along tree-lined streets. According to Money Magazine, the City of Alameda compares favorably to the “best places to live” in America.

Alameda was incorporated in 1854 and became a charter city in 1916 with a Council-Manager form of government. The five-member Mayor/Council serves four-year terms, staggered at even numbered years. The City is a full-service organization providing residents with a range of municipal services including police and fire protection; construction and maintenance of streets, storm drains, and other infrastructure; a state-of-the-art library system; economic development; an active planning and building permit center; and over 400 acres of parks and recreational facilities including multi-use athletic fields, picnic sites, a skate park, and a full service senior center. The city employs approximately 500 full-time employees in the departments of the City Manager, City Attorney, City Clerk, Finance, Information Technology, Human Resources, Fire, Police, Community Development, Base Reuse, Public Works, Recreation & Parks, Library, and Alameda Municipal Power. [Learn more about The City of Alameda.](#)

THE BOARD OF EDUCATION

Mia Bonta, President
Gray Harris, Vice President
Gary K. Lym, Clerk
Ardella Dailey, Ed.D., Trustee
Jennifer Williams, Trustee

The Alameda Unified School District is an equal opportunity employer.

APPLICATION

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

Send an e-mail to Becky Banning, Executive Assistant
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

Applications must be completed and returned via email by 5:00 P.M. on April 22, 2019.