



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

### THE POSITION

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

### PROFESSIONAL PROFILE

The Oxnard School District seeks a superintendent who:

- Has a proven track record of improving academic achievement for all students
- Understands each of the divisions and departments of a district, knows how to delegate and empower, and knows how to bring staff together to work as a cohesive team
- Has extensive knowledge of and support for Dual Immersion
- Has experience in contract negotiations and has trusting relationships with teachers, support staff, classified staff, and unions
- Has experience in oversight of school, district finances, budgets, business management and school facilities/district bonds
- Is committed to being highly visible and regularly engages with staff throughout the district and with parents and community members
- Is an effective communicator and is inclusive in regularly seeking input from staff and other stakeholders in the community to ensure that there is not a disconnect of involvement
- Has experience in working well with community partners including the City of Oxnard and the Faith community

### PERSONAL PROFILE

The Oxnard School District seeks a superintendent who:

- Is Bilingual and/or has deep experience in working with Spanish speaking parents
- Understands the politics of a community with many political challenges
- Embodies the spirit of “lending a hand” to students and families in trauma or difficulty
- Is an inclusive and collaborative leader
- Is an effective communicator
- Is patient in decision-making, and is a leader not a director

### 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 record of focusing on students and improving achievement in a diverse community
- A strong fiscal background and understanding of the budget
- Experience as a teacher, principal and at least five years’ experience as a central office administrator
- Experienced superintendent in a medium or large district
- Bilingual candidates are invited to apply

## SELECTION PROCESS

The Board of Education has retained Consultants Rich Thome and Sandy Thorstenson of Leadership Associates to recruit qualified candidates. The consultants will review applications and recommend candidates to the board for interviews and further consideration. The Board members will receive all applications. 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 Oxnard School District is located in Oxnard, California, the largest city in Ventura County. The Oxnard School District has 21 schools serving almost 17,000 students. District teachers, staff and administrators are committed to providing access and equity to enrich the educational experiences of our students. Every student has an iPad as part of the 1:1 device initiative. Each school has a STEAM (Science, Technology, Engineering, Arts and Mathematics) focus. The majority of the schools have been remodeled or rebuilt and contain technology tools and resources to create 21st Century learning environments. Three schools are currently in the construction phase and three new schools are planned.

**Vision Statement:** *Empowering All Children to Achieve Excellence*

**Mission Statement:** *Ensure a culturally diverse education for each student in a safe, healthy and supportive environment that prepares students for college and career opportunities.*

[Learn more about the Oxnard School District](#)

## THE COMMUNITY

The city of Oxnard is steeped in a rich California history. The Henry T. Oxnard National Historic District and Heritage Square provides a peek into early-20th century homes. Steel magnate and philanthropist Andrew Carnegie was one of the first to recognize the value of our city when in 1906 he donated money to build a city library. The library is now the Carnegie Art Museum. The library is brimming with fine 20th century California art. In addition to its rich cultural history, the city of Oxnard has the most beautiful beaches in California. The beauty of our beaches is credited to their remote location from freeways and big cities. As a matter of fact, our beaches have priceless views of the Channel Islands. Oxnard is also the largest producer of strawberries in California; other industries include defense, manufacturing, and tourism.

[Learn more about the City of Oxnard](#)

## THE BOARD OF EDUCATION

Veronica Robles-Solís, President

Monica Madrigal Lopez, Clerk

Debra Cordes, Trustee

Denis O'Leary, Trustee

Dr. Jesús Vega, Trustee

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

## APPLICATION

### **To Request Application Materials for the Oxnard School District Superintendent Position:**

Send an email to Becky Banning, Executive Assistant

[bbanning@leadershipassociates.org](mailto:bbanning@leadershipassociates.org)

Phone: 805.364.2775

#### **Consultants:**

**Rich Thome and Sandy Thorstenson**

#### **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 May 10, 2019.**