



## Information for Applicants for the Position of **SUPERINTENDENT** **STANDARD SCHOOL DISTRICT**

### **THE POSITION**

The Board of Education of the Standard School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

### **PROFESSIONAL PROFILE**

The Standard School District seeks a superintendent who:

- Has proven leadership skills
- Places the highest priority on safe and welcoming learning environments for students and staff
- Is a team-builder who brings the entire school community together toward a strong vision of student achievement
- Is highly visible and accessible to students, parents, staff and community members at schools and community events
- Has strong interpersonal skills and is a "people person" who is able to engage others in the vision for the district
- Is a strong instructional leader whose focus is to improve student academic achievement
- Has teaching and administrative experience in a K-12 public school setting with similar student populations at both the school site and district levels
- Holds self and others accountable
- Has demonstrated effective problem solving and decision-making skills
- Is a systems thinker who understands the process for moving a district forward, is able to set both short and long-term goals and evaluate progress
- Understands and values the history, culture and achievements of the school and community
- Has successful experience working collaboratively with labor groups
- Values and maintains the student support systems and extracurricular activities that engage and retain students in school
- Is knowledgeable of effective evidence-based strategies that promote positive student behavior and is supportive of social-emotional learning
- Has proven success working with special populations of students who require additional support
- Is able to manage and lead the various areas of school district operations including curriculum and instruction, finance, human resources, and student support services
- Is committed to staff professional development
- Is knowledgeable of facilities modernization, construction, and school bonds
- Is an innovative thinker who is open to new ideas while evaluating and sustaining successful ongoing district initiatives and programs

### **PERSONAL PROFILE**

The Standard School District seeks a superintendent who:

- Is an effective communicator
- Is a good listener who demonstrates empathy and values the input of students, staff, parents, and community members
- Is supportive of staff and students
- Is genuine and transparent in communications and actions
- Is effective in building and maintaining relationships
- Is collaborative and involves others in decision making
- Has a strong moral compass
- Is courageous and able to make difficult decisions that are in the best interest of students, staff, and community
- Is a servant leader
- Sets high standards for self and others

## 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 Blanca G. Cavazos, Ed.D., 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. The Board will have the opportunity to review all applications submitted. 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 AND COMMUNITY

Standard School District, established in 1909, is located in the North Bakersfield community of Oildale and serves approximately 3,000 students from transitional kindergarten through the eighth grade in four schools: Standard Elementary School, Wingland Elementary School, Highland Elementary School, and Standard Middle School.

The District's goals focus on increasing student achievement, maintaining a positive climate, and implementing a rigorous curriculum. Standard School District strives to provide excellent communication with all students, parents, staff, and community members and uses a variety of strategies to engage and inform our community. In addition, the District seeks annual input from our educational partners on how we can continually improve and enhance the District's educational program. With the continued stability in the Governing Board and Administration, the District has been able to implement many new programs and continually improve.

Standard School District has been recognized by various state and national programs for the excellent programs we offer in our schools. In 2017, Standard Middle School received the California School Boards Association Golden Bell for The Tribe in recognition of an inclusion program that partners students with disabilities with peers for lunchtime friendship-building activities. The California Positive Behavioral Interventions and Supports (PBIS) Coalition has recognized Standard schools since 2017. In 2019, all four of our schools earned this prestigious award: Highland - Platinum; Standard - Silver; Wingland - Silver; and Standard Middle - Gold. In 2021, Standard Middle School was awarded the State and National Forum 'Schools to Watch' Award for its outstanding student support programs. By working together, we are confident that we will continue to celebrate many successes as we build a positive school culture and provide a strong academic program.

Standard School District is dedicated to educating the whole child and offers a wide array of programs and activities to enhance our students' learning and development. We offer low class sizes and provide a quality standards-based educational program using current state-approved textbooks and digital curriculum. The district is a leader in 21st Century educational technology in Kern County. We provide a 2-to-1 ratio of Chromebooks to every student in 1st through 8th grades (one at school and one available for home use). Technology is integrated into our instruction to engage students and enhance learning. Educational field trips for every student in each grade level are provided every year by the District. All sixth grade students are

able to attend Camp KEEP at no cost to parents. Elementary students receive instruction from an elementary music teacher and site-based P.E. teachers. The middle school students benefit from a schoolwide AVID program and outstanding fine arts program - including band, choir, theater, art, and photography.

In addition, we offer many extended learning opportunities such as Explore (a high-quality afterschool program with academically-focused enrichment opportunities), hands-on activities, and recreational programs at each of our school sites at no cost to parents. We offer an extensive school-run sports program for eligible students in grades 4-8. Furthermore, the District offers a six-week, full-day summer learning, recreation, and sports program available to all students.

We are proud to report construction was completed in August 2021 on our brand-new school, Standard Elementary, just in time for the start of the new school year. In 2019, the seven-year modernization project at Standard Middle also came to completion and added additional classrooms, a multipurpose/band room, a STEM lab, and renovated gymnasium. In 2021, the historic Standard Auditorium received a new HVAC system, and more classrooms were added to the middle school as well as a new school counseling office, school psychology office, and state-of-the-art fully-equipped fitness room. Currently, both Highland and Wingland Elementary Schools are undergoing modernization and new construction. Five new kindergarten classrooms are being added to each campus, as well as new HVAC systems, exterior paint, new roofs, and other improvements to the school grounds.

Learn more about Standard School District: <https://www.standardschools.net/>

**THE BOARD OF EDUCATION**

- Pamela Jacobsen, President
- Vanessa Mazer, Clerk
- Lucy Williams, Member
- Salvador Arias, Member

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

**APPLICATION PROCESS AND DEADLINE**

To request application materials for the Standard Superintendent position, please visit <http://www.leadershipassociates.org/active-searches/> and select the listing for this position.

**Applications must be completed and returned via email by 5:00 p.m. on April 6, 2022.**

**Consultants:**  
**Blanca G. Cavazos, Ed.D.**  
**Juan Garza**

**Leadership Associates**  
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