



## Information for Applicants for the Position of

### **SUPERINTENDENT** **Stockton Unified School District**

### **A Dynamic Professional Opportunity**

#### **THE POSITION**

The Board of Education of the Stockton Unified School District invites highly qualified strong, results-oriented leaders with a proven record of success to apply for the position of District Superintendent.

#### **PROFESSIONAL PROFILE**

The Stockton Unified School District seeks a superintendent who:

- Knows Stockton, its culture, its students and community
- Is committed to Stockton Unified and values continuity of leadership
- Has leadership experience in an educational system with a diverse student population
- Holds the genuine belief that all Stockton Unified students can achieve excellence and move successfully into college or career
- Knows our population, understands diversity, has cultural awareness and competence, and can develop ongoing communication with parents, students, staff and stakeholders
- Will place the needs of students first and as the focus of decision-making
- Has a proven track record of growing academic achievement for all students
- Is an instructional leader
- Brings the entire community together toward a strong vision for student achievement
- Demonstrates a track record of successful negotiations with bargaining groups; treats employee groups with respect
- Has a track record of successful and authentic parent and student engagement
- Will engage in difficult and honest conversations around educational equity
- Will address the equity and access issues in the district and will work to close achievement and opportunity gaps
- Is innovative and creative in developing solutions to critical problems
- Understands what it is to be a parent and will actively engage with parents/guardians
- Brings a proven track record of improving performance for students
- Is politically astute and savvy
- Will respectfully collaborate, communicate, engage and empower others, both inside the organization and in the larger community
- Has demonstrated success in building a commitment to achieving a shared vision and key strategies that improve teaching and learning
- Is the public face of the district
- Is a systems-thinker who prioritizes resources based on data and research again with an eye to educational equity
- Has a good understanding of the District budget and California finances
- Will engage stakeholders in meaningful conversation and decision-making

- Has a strong record of partnering with civic and community groups and establishes linkages with the business community
- Has a good understanding of technology and its importance in learning
- Is highly visible in the schools and at community events
- Will be highly engaged in the community
- Treats parents with respect and responsive to concerns, actively listens
- Will build and maintain a cohesive leadership team
- Will hold self and others accountable throughout the organization
- Will demonstrate transparency and collaboration as the foundational leadership style
- Has a history of working collaboratively with school board members
- Is a well-respected leader in the district s/he now serves

### PERSONAL PROFILE

The Stockton Unified School District seeks a superintendent who is:

- Is committed to the district, its students, families and community; is rooted in Stockton and passionate about our children's progress
- Has a high degree of integrity, is trustworthy, honest, ethical and confidential
- Is open-minded, approachable; will be genuinely engaged in the community
- Understands and nurtures educational and political relationships
- Is creative and innovative
- Has a respectful, transparent leadership style; is an active listener
- Has strong, effective human relations skills, builds trust and establishes partnerships and networks
- Is comfortable in the Boardroom, at city hall, in business offices, in union halls, with NPOs and NGOs
- Will rebuild trust and credibility in the District and throughout the community
- Has the ability to coach and develop potential leaders
- Is a passionate and compassionate inclusive leader who people will want to follow

### HIGHLY DESIRED AND STRONGLY PREFERRED

- Doctorate degree with a record of continuous learning
- 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, central office administrator, district superintendent
- Bilingual

### SELECTION PROCESS

The Board of Education has retained Consultants Sally Frazier, Juan Garza, and Eric Andrew 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

Stockton Unified School District (SUSD) serves over 40,000 students in grades TK-12. The district is comprised of 42 TK-8 schools, four comprehensive high schools, five small high schools, and one alternative high school, one special education school, one adult school, inclusive of five charter schools. SUSD is proud of its diverse population which includes approximately 11% African American, 2% American Indian, 9% Asian, 4% Filipino, 64% Latino, less than 1% Pacific Islander, 2% Two or More Races, and 7% White students. Stockton Unified has eight employee representation groups. Stockton USD's Mission Statement is: *The students of Stockton Unified School District are our most valuable resource and together with our community, we have an obligation to provide them with a world-class education. It is our solemn responsibility to provide every student with high quality instruction, a well-rounded educational experience, and the support necessary to succeed.* Stockton USD's Goals for Students are: **1) Every child by the end of 3rd grade will read and comprehend at the proficient level; 2) Every child by the end of 9th grade will demonstrate mastery of Algebra concepts and application; and 3) Every child by the end of 12th grade will graduate and be college or career ready.**

## THE COMMUNITY

The City of Stockton is located on the San Joaquin River in the northern San Joaquin Valley and has an estimated population of 320,554. Stockton is the 13th largest city in California and the 63rd largest city in the United States. It was named an All-America City in 1999, 2004, 2015 and again in 2017. Built during the California Gold Rush, Stockton's seaport serves as a gateway to the Central Valley and beyond. It provided easy access for trade and transportation to the southern gold mines. The University of the Pacific (UOP), chartered in 1851, is the oldest university in California, and has been located in Stockton since 1923.

## THE BOARD OF EDUCATION

Angela Phillips, Board President  
Dr. Andrea Burrise, J.D., Board Vice President  
Lange P. Luntao, Board Clerk  
Kathy Garcia, Member  
Cecilia Mendez, Member  
Maria Mendez, Member  
Steve Smith, Member

*The Stockton Unified School District is an equal opportunity employer.*

**APPLICATION**

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

Send an e-mail to Becky Banning, Executive Assistant

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

Phone: 805.364.2775

**Consultants:**

**Sally Smith, Ed.D.**

**Eric Andrew, Ed.D.**

**Juan Garza**

**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 March 19, 2018.**