



Real Learning for Real Life

Integrity . Respect . Service . Learning

Information for Applicants for the Position of

SUPERINTENDENT/CEO

SIATech, Inc.

School for Integrated Academics and Technologies

A Dynamic Professional Opportunity

THE POSITION

The Board of Directors of SIATech, Inc. invites highly qualified educational leaders to apply for the position of Superintendent/CEO. Our next Superintendent/CEO will replace Dr. Linda Dawson who is retiring. Our Board expects to hire a strong, effective, visionary, innovative, ethical, and caring leader. We want our new Superintendent/CEO to build on our accomplishments as a unique charter school organization created to help youth who have not been successful in their education graduate from high school, continue their learning, and enter a career with growth potential.

The Board seeks proven leaders with track records of success in meeting the needs of youth who have not been successful in regular secondary programs. Careful research into the vision, mission, core values, and relationship-driven culture, programs and services provided by SIATech will be critical for successful candidates. The Board expects its next superintendent/CEO to have a background in education programs and services, especially at the secondary level, which address the needs of youth who have dropped out of school and need highly qualified leaders and teachers at all levels to help re-engage them in the academic and technology driven programs that will lead to a high school diploma and a successful future. The new Superintendent/CEO will continue the good work of our retiring superintendent/CEO and help lead our highly qualified and caring staff to even higher levels of success. The Board expects that the successful candidate will continue to build and emphasize the importance of teaching and learning, continuous improvement, and collaborative relationships with everyone focused on helping our students succeed.

PROFESSIONAL PROFILE

SIATech, Inc. seeks a Superintendent/CEO who:

- Has demonstrated commitment to the highest level of integrity and character both personally and professionally
- Is committed to effective communication with all stakeholders
- Has a proven track record demonstrating innovative solutions to problems and challenges staying on task and working with diverse populations
- Has demonstrated the ability to develop and achieve the vision and mission of an organization
- Will maintain a culture that values the importance and necessity of effective human relationships
- Will maintain the best aspects of SIATech and work systematically to make needed and sustainable change
- Is able to select, grow, develop, and retain high quality leaders and staff members
- Will build capacity and delegate to others while still being able to “make the call” when needed
- Will continue to grow our positive mission and core values driven culture
- Is willing to observe, analyze and reinvent where needed
- Is committed to continuous improvement throughout the organization
- Will appreciate the deep dedication of the SIATech staff
- Is willing and able to develop and maintain good relationships with local, State, and Federal agencies
- Is able to effectively analyze data, populations, and finances to improve the organization
- Understands and embraces the important role technology plays in student learning and the development of effective organizational systems

PERSONAL PROFILE

SIATech, Inc. seeks a Superintendent/CEO who:

- Demonstrates the highest levels of character and integrity both personally and professionally

- Values and supports the important relationship between teachers and students as it relates to learning
- Is empathetic, approachable, and visible at school and community activities
- Is transparent, open, and seeks to do the right thing for the right reason
- Has excellent communication skills (writing, speaking, listening)
- Values and supports capacity building in all staff
- Has high energy and stamina
- Is willing to travel as part of the position
- Values wisdom over intelligence and listening over talking
- Appreciates the effect that personal trauma has on the lives of many of our students and staff
- Is politically savvy and clearly understands the importance of policy work as it relates to charter school advocacy
- Believes in shared leadership and will engage teachers and staff in decisions that directly affect them
- Understands and demonstrates servant leadership and the importance of leading from behind
- Has a passion for the critical role education plays in helping our students transcend their barriers to achieve success in life
- Has a true commitment to excellence
- Recognizes the importance of adapting to the changing cultural and social environment

DESIRED EDUCATION/EXPERIENCE (PREFERRED / REQUIRED)

- Masters degree or higher with a record of continuous learning (Doctorate preferred)
- An educator with K-12 experience in California and appropriate current credentials for the position (Required)
- A strong fiscal background and understanding of the business of education
- 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 encouraged to apply

SELECTION PROCESS

The Board of Directors has retained Consultants Jim Brown, Dennis Smith and Rene Townsend 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 organization. Board members reserve the right to visit the current work site 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

SIATech, Inc.

SIATech is a vision and mission driven nonprofit education organization that creates environments, tools, and techniques that re-engage and motivate low income previously out of school youth to complete high school and earn their diplomas. The SIATech ecosystem focuses on three areas essential to success: a proven curriculum integrating academics and technology; a comprehensive professional development program for teachers; and extensive management services to help schools operate effectively and efficiently. SIATech is an award-winning dropout recovery program and is a fully-accredited network of public charter high schools that operates in partnership with Job Corps, WIOA programs, and school districts. SIATech charter

school programs are currently located on more than 23 campuses and serve nearly 2,000 students. SIATech excels at identifying student strengths and individualizing instruction to meet each student's needs and goals. SIATech provides a safe and caring setting that enables students to re-engage, take charge of their learning, and obtain the tools needed to be college- and career-ready. SIATech's family of schools has graduated more than 15,000 previous dropouts since 1998.

SIATech's mission is to provide a premier high school dropout recovery program which engages students through relationship-focused, high-tech, and rigorous learning experiences resulting in Real Learning for Real Life. SIATech's vision sees their students viewing their future with optimism, finding success as self-directed learners, and contributing to society; their staff empowered to make a difference in an environment of respect, recognition, and professional growth; and their communities benefiting from the success and contributions of SIATech students.

SIATech's core values are based on **Integrity** (doing the right thing for the right reasons), **Respect** (seeking to understand, accept, and use input from all), **Service** (responding to others in need), and **Learning** (pursuing opportunities for life-long growth).

SIATech headquarters is located in Oceanside, California, in San Diego County. SIATech has 19 school sites located in the states of California and Florida.

[Learn more about SIATech.](#)

APPLICATION PROCESS

To request application materials for SIATech, Inc. Superintendent/CEO position:

Send an email to Becky Banning, Office Administrator, Executive Searches, at bbanning@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on February 3, 2020.

Consultants:

Jim Brown, Dennis Smith, Ed.D., Rene Townsend, Ed.D.

Leadership Associates

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SIATech, Inc. is an equal opportunity employer.