



**SUPERINTENDENT
NORWALK-LA MIRADA UNIFIED SCHOOL DISTRICT**

THE POSITION

The Board of Education of the Norwalk-La Mirada Unified 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 Norwalk-La Mirada Unified School District seeks a superintendent who:

- Has been classroom teacher, principal, and executive cabinet leader. Superintendent experience desirable
- Has experience working in a comparable school district
- Has demonstrated the ability to work collaboratively and effectively with the Governing Board
- Has a proven track record of developing and implementing diverse educational programs
- Has a strong understanding of fiscal matters and the California budget
- Has a proven track record as an instructional leader who will improve the academic performance and achievement of all students
- Has experience with declining enrollment, managing schools or districts with shrinking student populations and successfully implementing retention strategies
- Has a history of developing lasting and positive relationships with labor partners
- Has the ability to coach and develop potential leaders within the District, and create a strong and cohesive working team
- Has a track record of recruiting and retaining high-quality staff and building the capacity of all team members
- Has experience supporting student centered programs such as Early Childhood Education, CTE, VAPA, special education, athletics, STEM, etc.
- Has the ability to simultaneously unite two communities and support the district as one whole
- Has demonstrated the ability to take in diverse viewpoints and find common ground

PERSONAL PROFILE

The Norwalk-La Mirada Unified School District seeks a superintendent who:

- Is committed to Norwalk-La Mirada Unified School District's "Every Student, Future Ready, Our Promise"
- Embraces innovation
- Believes in a collaborative Governance team and values the Board as true partners
- Is an excellent and effective communicator
- Places the highest priority on safe environments for students and staff
- Is a student-centered leader who prioritizes student, staff and parent interests in the decision-making process
- Is a true team-builder who works collaboratively with all staff and parents
- Is a visible and accessible leader throughout the entire district and community
- Possesses strong interpersonal skills, is empathetic and is a "people person"
- Is an active listener who welcomes, accepts and appreciates constructive feedback
- Is accountable, ethical, honest and a person of great integrity
- Places a high priority on parent engagement

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's 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 executive cabinet leader. Superintendent experience desirable
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants David Verdugo, Ed.D., and Peggy Lynch, Ed.D. 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. This approximate salary range is \$270,000 - \$310,000.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of introduction
- A fully completed application form
- A resume
- Three current letters of recommendation (within the past twelve months)
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT AND COMMUNITY

Norwalk-La Mirada Unified School District is located about 13 miles south of downtown Los Angeles. Our district serves an estimated 15,582 students from the cities of Norwalk and La Mirada. We have 16 Elementary Schools, 5 High Schools, 6 Middle Schools. Our community's strength is our diversity. We have more than ten world languages spoken in our district. Everything we do for our students is guided by the NLMUSD Mission and Vision Statements and the Pillars for Success:

The Norwalk-La Mirada USD Mission Statement:

Norwalk-La Mirada Unified School District, in collaboration with parents and the community, shall develop in all students the knowledge, understanding, skills, and attitudes to empower them to become life-long learners and productive citizens in an ever-changing world. This will be accomplished in a climate that promotes high expectations, strives to meet individuals' needs, and values equity and diversity.

Every Student. Future Ready. Our Promise! Vision Statement

Norwalk-La Mirada Unified School District is leading our community into the future by developing students who are innovative and curious, skilled in critical thinking, working in teams, and using new and current technologies. This vision can only be realized through constant change and constant improvement. NLMUSD is a place of growth where ALL are learning, including staff and families. The expectation for parents, students, staff, teachers, and administrators is to be intentional in their communication and collaboration to get better at what we are charged to do for NLMUSD students.

Pillars for Success

We have developed a guiding NLMUSD framework titled Pillars for Success, focused on our NLMUSD Priorities that serves as the "north star" for our work as a district. We created an image that shows SEL as a Lever for Equity and Academic Rigor and Relevance as foundational pillars. Those pillars rest on a platform that includes Data driven Dialogue and Collective Efficacy. Above the pillars, the Pillars hold up College and Career Readiness. The pillars for Success image captures our focus on wellbeing and achievement of our students. We personalize learning to meet the needs, motivations, and strengths of each student, ensuring every student graduates prepared to succeed in college, careers, and participate positively in our community's civic life. We are proud of the success we've had over past years across our district

Board of Education Goals:

Engaging and Responsive Climate and Culture
College and Career Ready Graduates
Exemplary Staff
Parent and Community Engagement
Access to Rigorous Instruction and Support
Operational Excellence

THE BOARD OF EDUCATION

Jose Rios, President
Narcis Brasov, Vice President
Norma Amezcua, Member
Dr. Robert Cancio, Member
Karen Morrison, Member
Chris Staples, Member
Dr. Lorena Vidaurre, Member

The Norwalk-La Mirada Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Norwalk-La Mirada USD 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 October 21, 2024.

Consultants:

David Verdugo, Ed.D.

Peggy Lynch, Ed.D.

Leadership Associates

449 W. Foothill Blvd., #427

Glendora, CA 91741

www.leadershipassociates.org

For general information, contact:

Sarena Fairrington, Search Support Specialist, Search Services

sfairrington@leadershipassociates.org