

THE POSITION

The Santa Clara County Board of Education invites highly qualified educational leaders to apply for the position of County Superintendent of Schools.

PROFESSIONAL PROFILE

Santa Clara County Office of Education seeks a superintendent who:

- Has extensive leadership experience in CA educational systems
- Has strong organizational and operational leadership skills
- Is knowledgeable of Santa Clara County's unique challenges, dynamics, and communities
- Has demonstrated success in enacting improvements, setting priorities, and fostering innovation
- Has demonstrated effectiveness in identifying, applying for and managing funding sources
- Is skilled in navigating board dynamics, labor relations and internal and external politics
- Has knowledge of and experience in SPED
- Has expertise in fiscal management; can navigate funding complexities and ensure financial accountability
- Is a visionary leader bringing a forward-thinking innovative approach to programs and services
- Champions equitable practices and supports equity, diversity and inclusion
- Is a strategic thinker who plans effectively to address current issues while preparing for future challenges
- Practices openness in decision-making and operations, particularly regarding fiscal and organizational matters
- Possesses strong communication skills, effectively communicating with stakeholders through clear, transparent, consistent, and open dialogue
- Is visible and engaged in schools, districts, and the community
- Has the ability to forge partnerships and build collaborations across organizations

PERSONAL PROFILE

Santa Clara County Office of Education seeks a superintendent who:

- Puts students at the forefront of decisions
- Builds trust and positive relationships with internal and external stakeholders including labor partners and community organizations
- Demonstrates ethical behavior, transparency, and trustworthiness
- Has an equity mindset
- Leads with a focus on serving the community, students, and staff
- Is adaptable and resilient, remaining flexible in evolving circumstances
- Thinks outside the box to address complex issues creatively and effectively
- Is culturally competent
- Has the ability to rebuild trust, inspire staff and create a positive work environment

EDUCATION/EXPERIENCE

- Holds a California Administrative Credential or is eligible
- Superintendent/Cabinet level experience preferred
- An educator and administrator with extensive experience at various levels

- A strong fiscal background and understanding of the budget and funding sources [1]
- A record of focusing on student achievement and well-being [1]
- A strong record of partnering with community groups

SELECTION PROCESS

The Board of Education has retained Consultants Dr. Eric Andrew and Dr. Sally Frazier 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 educational agencies and communities of a candidate prior to a final decision.

SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. The approximate range is \$320,000 - \$370,000. A multi-year contract will be considered.

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 12 months)

All materials will be acknowledged and treated confidentially

THE SANTA CLARA COUNTY OFFICE OF EDUCATION

The Santa Clara County Office of Education (SCCOE) is a premier service organization driven by the core principles of equity, diversity, inclusion, and partnership. The SCCOE is committed to serving, inspiring, and promoting student and public school success. Working collaboratively with school and community partners, the SCCOE is a regional service agency that provides instructional, business, and technology services to the 31 school districts of Santa Clara County. The County Office of Education directly serves students through special education programs, alternative schools, Head Start and State Preschool programs, migrant education, and Opportunity Youth Academy. The SCCOE provides academic and fiscal oversight and monitoring to districts in addition to the Santa Clara County Board of Education-authorized charter schools.

THE BOARD OF EDUCATION

Maimona Afzal Berta, President
 Victoria Chon, Vice President
 Raeena Lari, Member
 Jorge Pacheco Jr., Member
 Don Rocha, Member
 Jessica Speiser, Member
 Tara Sreekrishnan, Member

Santa Clara County Office of Education is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Santa Clara County Superintendent of Schools position, visit www.leadershipassociates.org/active-searches and select Santa Clara County Office of Education

For other inquiries contact Penny Pyle, Executive Assistant, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on February 10, 2025.

Consultants:
Eric Andrew, Ed.D.
Sally Frazier, Ed.D.

Leadership Associates
449 W. Foothill Blvd., #427
Glendora, CA 91741

www.leadershipassociates.org

Phone: (530) 302-5112