



Information for Applicants for the Position of SUPERINTENDENT TEHACHAPI UNIFIED SCHOOL DISTRICT

THE POSITION

The Board of Education of the Tehachapi 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 Tehachapi Unified School District seeks a superintendent who:

- Has experience as a teacher and administrator at various K-12 levels, including as a district level executive leader
- Has experience working with labor unions and maintaining a positive collaborative working relationship
- Has a strong background in fiscal management, budget development and facilities management
- Is a strong instructional leader and has a proven track record of increasing student achievement
- Is student centered and puts students first in decision making
- Has an equity minded approach
- Has special education expertise and knowledge of special education laws and best practices
- Is community centered and has the ability to connect with parents, community partners, and local organizations
- Has knowledge of protocols for school safety and places the highest priority on safe environments for students and staff
- Has the ability to navigate the politics of a small community
- Will use data to make decisions
- Has a willingness to stay in the district long term and maintain stability

PERSONAL PROFILE

The Tehachapi Unified School District seeks a superintendent who:

- Is approachable and visible and will actively engage with students, parents, staff and community at school and community events
- Is transparent, open and honest with all communications
- Is collaborative with all education partners (students, staff, parents, unions and the Board)
- Has strong communication and listening skills
- Demonstrates ethical leadership skills by being honest
- Is empathetic and people centered
- Is decisive, courageous and can make the tough decisions
- Is calm under pressure
- Is a forward thinker and can develop a long-term strategic vision for student success and district growth
- Is humble and willing to admit mistakes

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning
- 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 as a central office administrator

SELECTION PROCESS

The Board of Education has retained consultants Blanca G. Cavazos and 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.

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

The Tehachapi Unified School District provides quality education programs for approximately 4,200 students in TK/Kindergarten through Grade 12, including Career Technical Education (CTE), preschool and after-school services. The district employs approximately 630 teachers, principals and other staff across three elementary sites, one middle school, one high school, one alternative high school and one K-8 blended learning school.

The district is located off State Highway 58 between Bakersfield and Mojave in the beautiful mountains of Kern County. The community of four seasons is characterized by physical beauty, a relaxed atmosphere and quality lifestyles.

THE BOARD OF EDUCATION

Paul Kaminski, President
Dr. Tracy Kelly, Vice President
Jackie Wood, Clerk
Wayne Cooper, Trustee
Tyler Napier, Trustee
Cassandra Sweeney, Trustee
Dana Christensen, Trustee

The Tehachapi Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Tehachapi Unified School District 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 January 10, 2025

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

Leadership Associates
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