



Information for Applicants for the Position of

SUPERINTENDENT BAYSHORE ELEMENTARY SCHOOL DISTRICT

THE POSITION

The Board of Education of the Bayshore Elementary School District is seeking highly qualified educational leaders to apply for the position of District Superintendent. In partnership with Leadership Associates, the Board is conducting a comprehensive search to find a visionary leader who can effectively guide the district. The ideal candidate will have a proven track record in leading and managing a small school district, particularly one that serves a diverse population of students and families. They must possess the ability to build strong partnerships with both families and the wider community. Familiarity with the unique demographic and educational landscape of Bayshore Elementary School District is crucial, as the new superintendent will be expected to carry forward the district's commitment to equity, community engagement, and student achievement. The Board welcomes a diverse group of candidates and is dedicated to finding a leader who embodies these values and can drive meaningful progress within the district.

PROFESSIONAL PROFILE

The Bayshore Elementary School District seeks a superintendent who:

- Has experience in California public education, either teaching and/or site administration
- A proven track record of growing academic achievement for all students, including special needs children, second language learners, and children experiencing poverty
- Has experience as a district-level executive leader (such as assistant superintendent or superintendent)
- Is bilingual and/or experience in working with diverse communities
- Understands budget
- Is committed to keeping all education partners informed and engaged in decision-making processes
- Has the ability to streamline district systems to improve effectiveness and reorganize as needed to make sure systems and structures are meeting staff and students needs
- Will be active in the community in order to develop fruitful partnerships
- Will ensure the implementation of strategic plans

PERSONAL PROFILE

The Bayshore Elementary School District seeks a superintendent who:

- Is equity minded
- Is empathetic and a good listener
- Is collaborative
- Has strong communication skills
- Is accountable
- Is accessible and engaged
- Can build teams in the district
- Can manage district budget and finances

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Experience in California public education, either teaching and/or site administration
- A proven track record of growing academic achievement for all students, including special needs children, second language learners, and children experiencing poverty
- Experience as a district-level executive leader (such as assistant superintendent or superintendent)
- Bilingual and/or experience in working with diverse communities

SELECTION PROCESS

The Board of Education has retained Consultant Donald Evans, Ed.D., of Leadership Associates to recruit qualified candidates. The consultant 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 \$170,000 - \$190,000.

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

The Bayshore Elementary School District is a small school district located on the border of the northeastern corner of San Mateo County and the southeastern corner of San Francisco. The school district is located in the former city of Bayshore, which dis-incorporated and was later annexed to the city of Daly City.

The Bayshore Elementary School District currently serves over 300 students. The district has one elementary school, The Bayshore School, which serves PK - 8 students. The district serves a diverse student population. English Learners make up 19% of our student population.

The Bayshore School is committed to equity, excellence, creativity, and integrity in carrying out its work of providing educational and social services to students and families throughout the Bayshore Community.

The Bayshore School works to maintain a responsive organization that meets the needs of its students, its families, its educators, and its community.

The Bayshore School values the unique contributions and perspectives brought by students and families, school and district employees, the Board of Education, and the broader Bayshore Community.

THE BOARD OF EDUCATION

- David Rudolph, President
- Marion Brown, Vice President
- Kristie Leong, Clerk
- Derick Brown, Member
- Jane Camarco, Member

The Bayshore Elementary School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Bayshore Elementary 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 March 14, 2025.

Consultant:
Donald Evans, Ed.D.

Leadership Associates
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For general information, contact:
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