



Information for Applicants for the Position of

## **SUPERINTENDENT IRVINE UNIFIED SCHOOL DISTRICT**

### **THE POSITION**

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

- Has been an executive cabinet leader, superintendent experience desirable
- Has executive level experience working in a comparable school district
- Has a proven track record of adapting to changing circumstances and navigating complex issues
- Is culturally competent with a demonstrated record and commitment to equity and inclusion
- Possesses excellent communication skills, both written and verbal, and is open, consistent and transparent in all communications
- Has a proven track record of involving others in decision-making and being responsive to their input
- Has a solid understanding of K-12 budgets and state finances and is able to leverage and maximize both internal and external resources
- Has the ability to successfully build capacity in others
- Has successful experiences working collaboratively with labor groups
- Is comfortable leading with a philosophy of empowered autonomy for schools, with clear accountability

### **PERSONAL PROFILE**

The Irvine Unified School District seeks a superintendent who:

- Is a visionary leader and a passionate advocate for students
- Has a genuine commitment to the well-being and success of all students
- Is an authentic and trustworthy person of great integrity
- Is visible and accessible to staff and the community
- Leads with an entrepreneurial spirit
- Is an innovative thinker comfortable with change and open to trying new ideas while sustaining effective ongoing district initiatives
- Is a courageous leader who has shown the ability and willingness to make difficult decision
- Will understand, appreciate, navigate and adapt to the unique IUSD culture and be respectful of IUSD's founding principles
- Is supportive of "empowered accountability" for site-based leaders and appreciates the important leadership role they play in the success of the district
- Will empower others and draw out the most "promising practices"

### **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 at least five years' experience as a central office administrator

## SELECTION PROCESS

The Board of Education has retained Consultants Dennis Smith, Peggy Lynch and Michael Lin 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 \$345,000-\$425,000.

## 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

Located in Orange County, California, the Irvine Unified School District comprises a diverse population of approximately 38,000 students in grades TK-12. The District consists of one early childhood learning center, 24 elementary schools, five K-8 schools, six middle schools, five high schools, one alternative high school and two virtual academies. Since becoming a school district in 1972, IUSD schools have been nationally recognized for comprehensive programs in academics, the arts, and athletics. Through a partnership with talented and caring staff members, engaged students, involved parents, and supportive business and community leaders, student and district performance continually exceed state and national standards.

Irvine Unified School District's commitment to educational excellence is reflected in numerous awards and accolades across all disciplines, showcasing the hard work and dedication of students and staff. With a focus on innovation, rigorous standards, and comprehensive support, IUSD creates an environment where every student can have the opportunity to thrive and achieve their highest potential, making IUSD a leader in educational excellence.

Please click on the following link to view [Irvine Unified School District's Mission, Vision and Values](#).

## THE BOARD OF EDUCATION

Katie McEwen, President  
Jeff Kim, Clerk  
Lauren Brooks, Member  
Connie Stone, Member  
Cyril Yu, Member

*The Irvine Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Irvine 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 March 28, 2025.**

**Consultants: Dennis Smith, Ed.D., Peggy Lynch, Ed.D. and Michael Lin, Ed.D.**

**Leadership Associates**  
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