



Information for Applicants for the Position of

SUPERINTENDENT ORANGE UNIFIED SCHOOL DISTRICT

THE POSITION

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

- Has been a classroom teacher, principal and executive cabinet leader, superintendent experience desirable
- Has executive level experience working in a comparable school district with similar demographics
- Has a strong instructional background and a track record of success in raising student achievement, particularly with underserved student populations
- Has successful experience building the capacity of all staff and a proven track record of recruiting and retaining high quality staff
- Is culturally competent with a demonstrated record and commitment to equity and inclusion
- Has successful experience building and enhancing broad-based community engagement and support
- Has demonstrated the ability to work collaboratively and effectively with the Board of Education
- Has experience creating and implementing a forward-looking vision for the district
- Has a strong understanding of K-12 budgets and California state finances, including facility and bond management
- Is Bilingual (desirable)

PERSONAL PROFILE

The Orange Unified School District seeks a superintendent who:

- Is a genuine and authentic leader with great integrity
- Is open, consistent and transparent in all communications
- Is visible and accessible to staff and the community
- Communicates effectively with diverse audiences (staff, community, board) and is culturally sensitive
- Is a courageous leader and able to make difficult decisions
- Possesses a collaborative spirit and is a "people person"
- Is an innovative thinker, open to trying new ideas while sustaining ongoing and effective district initiatives and programs
- Is supportive of site based leaders and appreciates the important leadership role they play in the success of the district and the students and community they serve
- Is politically astute
- Will hold self and others accountable

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate desirable)
- 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
- Bilingual candidates are encouraged to apply

SELECTION PROCESS

The Board of Education has retained Consultants Dennis Smith, Peggy Lynch, David Verdugo and Kent Bechler 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 \$304,764 - \$421,832.

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 Orange Unified School District (OUSD) is an urban district in Orange County, California, that educates approximately 26,000 Preschool-12th grade students in the cities of Orange, Villa Park, Anaheim, Garden Grove, Santa Ana, and unincorporated county areas. OUSD offers preschool, Transitional Kindergarten, elementary schools (grades K-5 and K-6), middle schools (grades 6-8 and 7-8), a K-8 magnet school, and alternative and comprehensive high schools, as well as dual-language programs in Mandarin/English and Spanish/English.

OUSD has a long history of excellence that continues to grow and be enriched by the accomplishments of its students, teachers, staff, and community. The district was accepted into the National League of Innovative Schools in 2019 and selected as Parenting OC Magazine's 2021 Reader's Choice Top School District in North Orange County and 2022 Editor's Choice Top School District. The district consists of numerous award-winning school sites and programs. OUSD is committed to providing rigorous and engaging education to all students to lead them to college, career, and life readiness. Please click on the following link to view [Orange Unified School District's Mission, Vision and Core Values](#).

THE BOARD OF EDUCATION

Kris Erickson, President
Andrea Yamasaki, Vice President
Ana Page, Clerk
Stephen Glass, Member
Sierra Vane, Member
Sara Pelly, Member
Matthew Thomas, Member

The Orange Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the [district name] 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 10, 2025.

Consultants:

Dennis Smith, Ed.D.

Peggy Lynch, Ed.D.

David Verdugo, Ed.D.

Kent Bechler, Ph.D.

Leadership Associates

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For general information, contact:

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