



Information for Applicants for the Position of

SUPERINTENDENT
BELLFLOWER UNIFIED SCHOOL DISTRICT

THE POSITION

The Board of Education of the Bellflower 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 Bellflower 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 Bellflower 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
- Possesses excellent communication skills (listening, speaking, writing)
- Possesses a collaborative leadership style, with a track record of cohesive relationships with all employee groups
- Recognizes the importance of parents as partners in their children's education
- 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 David Verdugo and Sandra Sánchez-Thorstenson 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 \$310,000 - \$330,000.

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 Bellflower Unified School District (BUSD) is a dynamic public school district located in Los Angeles County. Serving most of Bellflower, a large portion of Lakewood, and a small part of Cerritos, the district is home to 15 award-winning schools. These include 10 elementary schools, 2 high schools, a continuation high school, and an independent study academy, all of which contribute to a vibrant and nurturing learning environment for students. BUSD's outstanding achievements include 10 California Distinguished Schools, 3 National Blue Ribbon Schools, and 7 Gold Ribbon Schools. Somerset Continuation High School has earned the prestigious Model Continuation High School status for six consecutive years. The district is also recognized as a Gold Ribbon School District, and its commitment to democracy in education is highlighted by Bellflower High School and Ramona Elementary School being named California Democracy Schools. Please click on the following link to view the Bellflower Unified School District [Mission Statement](#).

THE BOARD OF EDUCATION

Amie Stewart, President
Mayra Garza, Vice President
Brad Carihfield, Clerk
Maurina Cintron, Member
Renita Armstrong, Member

The Bellflower Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Bellflower 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 April 7, 2025.

Consultants:

David Verdugo, Ed.D.

Sandra Sánchez-Thorstenson

Leadership Associates

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Glendora, CA 91741

www.leadershipassociates.org

For general information, contact:

Linda Harter, Search Support Specialist

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