



## Information for Applicants for the Position of

### **SUPERINTENDENT/PRINCIPAL BALLARD SCHOOL DISTRICT**

#### **THE POSITION**

The Board of Education of the Ballard School District invites highly qualified educational leaders to apply for the position of District Superintendent/Principal. The Board welcomes a diverse group of candidates.

#### **PROFESSIONAL PROFILE**

The Ballard School District seeks a superintendent who:

- Will spend time with children on campus and in the classrooms
- Is accessible to the entire school community
- Has experience in elementary education
- Has strong human relations skills
- Has personable communication skills
- Will hold staff and community accountable in a humanistic manner
- Can work with confidence
- Will listen and learn about the school community before implementing change
- Has an understanding and experience with school budgeting and Basic Aid
- Is responsible for all county, state and federal reports
- Is collaborative with neighboring districts and superintendents
- is visible in the community
- Is knowledgeable about student social emotional intelligence
- Has collaborative leadership skills
- Will communicate shared goals across the district
- Has experience as a superintendent/principal

#### **PERSONAL PROFILE**

The Ballard School District seeks a superintendent who:

- Is personable with students and parents
- Has the highest ethics, morals, honesty
- Can ask the hard questions
- Has vision and can think outside the box

#### **DESIRED EDUCATION/EXPERIENCE (PREFERRED)**

- Masters degree or higher with a record of continuous learning
- An educator with experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a similar community
- Experience as an elementary teacher, principal and as a central office administrator
- Bilingual candidates are invited to apply

#### **SELECTION PROCESS**

The Board of Education has retained Consultants Phil Quon and Fred Van Leuven 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. A multi-year contract will be considered.

## APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- A letter of application
- A resume
- Three professional references
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

## THE DISTRICT AND COMMUNITY

Ballard Elementary School has a rich history and tradition that has continued to drive its success since its founding in 1882. As the first town in the Santa Ynez Valley and the seventh in Santa Barbara County, the community's rapid growth led to the formation of the Ballard School District, a single school in an old west style, high storefront building.

For more than 100 years, this original schoolhouse served as the only classroom on the campus. By 1982, expansion of the infrastructure was planned and executed. Today, students and staff members still gather together in front of the historic red schoolhouse daily, ringing the schoolhouse bell, reciting the pledge of allegiance and raising the flag each day before classes begin. Though additional buildings and classrooms have been added to the campus, kindergarten classes continue to be held in the red schoolhouse. A one-school district, Ballard Elementary School serves 132 students in kindergarten through 6th grades. The student body consists of 97% Anglo and 3% Latino, with seven English Language Learners. (Two of the seven were new to Ballard in 2018/19.) Very few students qualify for the Free/Reduced Lunch program and none participate. Each grade level has a single class that averages fewer than 19 students.

The core curriculum of the school is supported by research-based assessments and Response to Intervention (RTI) strategies. In addition to a credentialed classroom teacher at every grade level, all classrooms utilize an instructional assistant for at least a portion of the day. Ballard also employs a half-time Literacy/Intervention Teacher on Assignment and maintains membership in the Santa Ynez Valley Special Education Consortium, which offers special education support and personnel (including a part-time psychologist, Resource Specialist, and Speech Language Specialist.)

In addition to core content programming, Ballard provides comprehensive coursework and supports, focusing on educating each student holistically by offering music, arts, physical education, character building and enrichment opportunities. Staff members help support a variety of programming, and include a part-time garden educator, a part-time science enrichment teacher, and specialists from two local music schools. Students utilize iPads in K - 2nd grades. Beginning in 3rd grade, students participate in a 1:1 laptop program, with a part-time technology support specialist. Many students have been exploring internet safety, keyboarding, video presentation, and even beginning computer coding.

The staff members of Ballard Elementary School are one of the school's greatest assets. The Superintendent/Principal works closely with students, parents, staff and the Board of Trustees to ensure programming best meets student needs. Being such a small school, teachers know every student by name and are able to collaborate to identify strategies and interventions that can help each student meet his/her goals. One of Ballard's staff members was named Santa Barbara County Classified Employee of the Year (facilities/maintenance) and subsequently the State Classified Employee of the Year.

Continuing to increase the effectiveness of our staff is of utmost importance. In addition to providing our own school-wide professional development, we have worked with Santa Barbara County Office of Education to collaborate with six other small school districts in the Santa Ynez Valley, providing staff development in areas such as RTI, California State Standards, Smarter Balanced Assessments, Creating Independent Learners and Expert Thinkers, and addressing Social Emotional Learning. Professional development also includes grade-level focused collaboration in mathematics with the development of operations, problem types and representation strategies and English language arts with the focus on writing, text types and purposes and aligning student work to standards

Parents and members of the greater community are very involved at Ballard. The PTA works diligently each year, raising thousands of dollars to support the school and its programming through their signature events, the Old Time Ballard School Jamboree and the Ballard Barn Bash. The community is very active, and the PTA sponsors events for parents and children, working closely with the school to support the various events and activities, and helping to plan both during and after-school enrichment opportunities. The entire Ballard School community takes great pride in the school and the success of its students.

Learn more about Ballard School District: <http://www.ballardschool.org/>

## THE BOARD OF EDUCATION

Tracey Cassidy  
Christina Kazali  
Stephen Jacobs

*The Ballard School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Ballard Superintendent/Principal 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 11, 2021.**

**Consultants:**

**Phil Quon**

**Fred Van Leuven**

**Leadership Associates**

3905 State Street, #7-407

Santa Barbara, CA 93105

[www.leadershipassociates.org](http://www.leadershipassociates.org)

For general information, contact:

Becky Banning, Executive Assistant, Search Services

[bbanning@leadershipassociates.org](mailto:bbanning@leadershipassociates.org)