



Information for Applicants for the Position of **SUPERINTENDENT** **EAST SIDE UNION HIGH SCHOOL DISTRICT**

THE POSITION

The Board of Education of the East Side Union High School District invites highly qualified educational leaders to apply for the position of District Superintendent. We are proud of our diversity and equity work and seek a superintendent who will continue to lead us on this journey to address the education of all students. The Board welcomes a diverse group of candidates.

PROFESSIONAL PROFILE

The East Side Union High School District seeks a superintendent who:

- Has a strong commitment to equity, diversity, inclusion, and putting students first
- Has a track record of improving student achievement for all students, recognizing the disparities among our subgroups
- Is culturally competent and understands the various groups that make up East Side
- Communicates effectively with all stakeholders throughout the district and communities
- Values and creates community partnerships with businesses, government entities, and our government representatives
- Has experience in working with a Board of Education
- Establishes positive working relationships with employee unions
- Understands finances and facilities
- Supports distributed co-leaderships, holding people accountable without micromanaging
- Has experience in a similar district in terms of diversity, languages and demographics
- Has a background in supporting work to address mental health issues
- Is politically savvy
- Will build a strong team of leaders
- Is a collaborative and open leader
- Has demonstrated the ability to enroll stakeholders in a course of action to address issues and problems

PERSONAL PROFILE

The East Side Union High School District seeks a superintendent who:

- Is a visionary leader who also understands the entire operations of a school district
- Is a visible and approachable leader
- Has an empathetic and open style of leadership
- Is a good listener and will be open to new ideas
- Is a creative problem solver, understands how to make change when appropriate
- Has a transparent way of communicating
- Is a respectful, honest and ethical leader
- Maintains a calm demeanor in challenging situations

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters 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 central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Dr. Eric Andrew, Dr. Peggy Lynch and Mr. Juan Garza 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

The East Side Union High School District is located in the city of San Jose, California, in Santa Clara County and serves over 22,000 students who reflect the diversity of San Jose.

The East Side Union High School District is the largest 9-12 district in Northern California. As such, it takes its role seriously in being the conduit that connects incoming middle school students to post-high school success for themselves and for their families. The East Side District covers a large geographical area of San Jose, California. As such, the district serves populations that have prospered as full participants of Silicon Valley's opportunities for success, as well as those who have yet to gain full access. We serve populations of wealth and great need, communities of isolation and integration, first-generation high school graduates/college goers and those for whom college and university education systems are well known. The East Side Union School District serves students on grade level and those below it.

Due to all of the realities that make East Side the district it is, we seek success for each East Side student in a community of equity with the following *Vision, Mission and Core Values*:

Vision

Each student graduates prepared for college and career empowered to transform their lives and thrive in a global society.

Mission

We align decisions to create safe, dynamic and relevant learning environments that inspire critical thinking, problem solving and innovation.

Core Values

Commitment to Excellence: We believe in continuous improvement through a culture of openness, inquiry and collaboration. We honor those who take responsibility, demonstrate creativity and take initiative.

Diversity: We see diversity as a valuable asset that enriches our worldview and strengthens our community.

Equity: We allocate resources, develop practices and cultivate mindsets to ensure that each student meets or exceeds standards.

Inclusiveness: We model personal and professional integrity through processes that are respectful, transparent and proactively engage parents, students, staff and community.

Professional Capacity: We believe in and invest in the development of each employee and volunteer in our system.

Learn more about ESUHSD. <http://www.esuhsd.org/>

THE BOARD OF EDUCATION

Van T. Le, President
J. Manuel Herrera, Vice President
Lorena Chavez, Board Clerk
Pattie Cortese, Trustee
Bryan Do, Trustee

The East Side Union High School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the East Side Union High 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 February 26, 2021.

Consultants:

Eric Andrew, Ed.D., Peggy Lynch, Ed.D., Juan Garza

Leadership Associates

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For general information, contact:

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