



Information for Applicants for the Position of
SUPERINTENDENT
GOLETA UNION SCHOOL DISTRICT

THE POSITION

The Board of Education of the Goleta Union 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 Goleta Union School District seeks a superintendent who:

- Is a decisive educational leader who is experienced in collaborating effectively with all stakeholders in building a vision for the future
- Is a strategic leader who communicates well with the Board building a strong governance team
- Is knowledgeable and appreciates the unique nature of California school finance, Basic Aid districts, budget and facilities
- Is an instructional leader, who appreciates and understands strategies to assist all students reaching their highest academic goals
- Engages with the community and with parents in creating a positive partnership with the schools
- Develops and maintains positive relationships with all district employees and the associations that represent them
- Holds everyone accountable for the professional services rendered by effectively managing the various divisions of the district including instruction, business and human resources
- Builds a total district team through collaborative partnerships that support the district's primary mission of teaching and learning
- Has a record of successfully hiring and retaining quality staff
- Is a strong and effective written and oral communicator
- Has demonstrated ability to work effectively with other governmental agencies and builds partnerships with the business community
- Embraces the importance of innovation and continuous learning
- Has a positive track record of working for students needing specialized services, including special education, and implementing programs that best serve them

PERSONAL PROFILE

The Goleta Union School District seeks a superintendent who:

- Builds and maintains positive relationships with all members of the district and community
- Has high integrity and is honest, trustworthy and fair
- Builds an effective team through collaboration and outreach
- Values the importance of soliciting multiple perspectives from staff, parents, students and community as part of the decision-making process
- Sets high expectations for staff, students, and him or herself
- Is accessible and visible in the community, at school sites, and in the district
- Is a good listener who places a value on the contributions of other team members
- Has high energy and is enthusiastic and passionate about educating all students
- Has a sense of humor and genuinely loves being with children, parents and staff
- Is a problem solver
- Will be a vested member of the Goleta community

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 at least five years' experience as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Peggy Lynch, Phil Quon, and Marc Ecker 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 Goleta Union School District serves the Goleta Valley, a suburban community of approximately 90,000 people that includes the City of Goleta and a large unincorporated area. The valley lies between the Santa Ynez Mountains and the Pacific Ocean and is adjacent to the City of Santa Barbara in California. The area is known for its cultural, academic, and recreational opportunities, as well as its mild climate.

The District serves 3,571 elementary students (K-6) in nine schools. Four schools receive schoolwide Title I support, three schools host District transitional kindergartens, and three state preschools are located at District facilities. In addition, the District runs the Learning Tree Preschool, which enrolls special education students and general preschool students. After-school care programs are available for all schools, including either state supported Afterschool Education and Safety (ASES) programs or the District-run @Afterschool program.

Grade-level class size averages are under 20 in Grades K, 1, 2, and 3; and under 23 in Grades 4, 5, and 6. The District has a diverse student population and professional staff. Approximately 30% of students are English-Language Learners. Low-income students account for 38% of enrollment. Foster youth population is less than 5 students districtwide.

GUSD has a stimulating and challenging atmosphere with a capable, articulate and professional staff. Many teachers, classified employees, and administrators have enjoyed long careers with GUSD. The staff has developed a reputation for working with a diverse student population to develop individual student potential by providing high-quality instruction aligned with state standards and supported with 21st century learning skills. Core instruction includes comprehensive traditional academic subjects extended to include character development, digital literacy, art, music, hands-on science, and physical education. All schools offer embedded programs to address specific needs of gifted students and English Learners. Each school maintains a 1.0–1.5 full time positions to support intervention needs for all students. Each student in grades 3–6 has 1:1 access to Chromebooks. In grades K-2 there is one mobile digital device for every two students. All instructional environments include access to high-speed wireless connectivity to the internet.

Parents are highly involved and continue to provide generous volunteer and financial support for schools. Parent education programs are offered on an annual basis with topics supporting parents of English learners to become engaged with their schools.

The District's financial condition is sound and fully supported by local property tax revenue. GUSD employs over 238 certificated employees, 270 classified employees, and 204 non-affiliated employees. In addition, we employ a loyal group of substitutes for teachers and classified employees.

GUSD maintains excellent special education and support services at each site. In addition, special district-wide programs for students with disabilities are housed at District schools. Areas of specialty in these programs include autism, communicative disorders, severe emotional disturbance, and other severe disabilities. Students in the Goleta Union Elementary School District become a part of the Santa Barbara Unified School District following 6th grade promotion. They attend Goleta Valley or La Colina Junior High School, in grades 7 and 8, and Dos Pueblos High School or San Marcos High School in grades 9 through 12.

THE BOARD OF EDUCATION

Luz Reyes-Martin, President
Dr. Carin Ezal, Vice President
Dr. Richard Mayer, Clerk
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The Goleta Union School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Goleta Union 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 8, 2021.

Consultants:
Peggy Lynch, Ed.D.
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Marc Ecker, Ph.D.

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