



Information for Applicants for the Position of

SUPERINTENDENT Moreland School District

THE POSITION

The Board of Education of Moreland School District invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

Moreland School District seeks a superintendent who:

- Has strong experience, knowledge and understanding of all aspects of public education today including teaching, funding and human resource related matters as well as the learning and safety challenges and opportunities facing educators today during the Covid-19 pandemic.
- Is able to build community support and boost involvement in a close-knit, deeply rooted community
- Believes in open, inclusive leadership and shared governance
- Is an approachable people-person who is receptive to new ideas, supports creative thinking and continuous improvement
- Possesses business and finance acumen and is excited by the districts' bond/capital improvement work in the coming years
- Has the political capacity and understanding to navigate the Superintendents' role and landscape at all levels
- Has the ability to communicate effectively using all the tools at hand, i.e., in-person, email, social media, to be a strong team and community builder
- Has strong experience in leading and supporting rigorous curriculum and instruction for all students
- Understands the increasing need for social-emotional support for students
- Will be regularly visible in classrooms as well as school and community events reasonably
- Is committed to equity, partnerships, effective communication and collaboration in a highly diverse socio and economic environment
- Is able to make difficult decisions either by use of a committee or autonomously as is appropriate
- Has experience analyzing and optimizing systems, structures, plans and policies
- Has an understanding of and/or experience in addressing and reversing declining enrollment
- Will continue and advance the high quality and well-rounded education our community expects, and students have enjoyed including Visual and Performing Arts and Music programs.

PERSONAL PROFILE

Moreland School District seeks a superintendent who:

- Has the highest level of integrity
- Is an effective communicator and transparent leader
- Is a highly motivating leader who can energize and inspire
- Is a trust builder and inclusive leader
- Has high expectations for himself/herself and others

- Is a life-long learner who leads by example
- Is committed to celebrating successes and ensuring accountability

DESIRED EDUCATION/EXPERIENCE

- An effective educator with K-12 classroom experience in California
- A strong fiscal background and understanding of the budget
- A successful record of focusing on students and improving achievement in a diverse community
- A record of dedicated work in partnering with community groups, business and governmental organizations
- Is bilingual or has a proven track record of working well with Latino parents and students and a broad culturally diverse community

SELECTION PROCESS

The Board of Education has retained Consultants Rich Thome, Sandy Thorstenson, and Eric Andrew 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 letters of recommendation
- Five professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

Moreland School District is located in San Jose, California. Currently, there are four elementary schools, two K-8, one middle school, one fee-based preschool, one state preschool, and an independent study program. The district serves approximately 4,700 students with a student population, comprised of 31% Hispanic, 26% Asian, and 24% Caucasian students. 25% of students are English Learners (ELs).

Moreland School District is the recipient of several local, state and national awards including Goldin Foundation for Excellence in Education Exemplary Project Award at Moreland Middle School; Innovate Public Schools Top Bay Area Public School, 2019, Anderson Elementary, California League of Middle Schools Top 10 Educator Finalists, 2018, CDE Calpads Data Management recognition and the National Blue Ribbon Award, 2017 for Payne Elementary School.

District Mission: Moreland School District is a caring learning partnership of students, parents, staff and community. Through innovative and exemplary educational practices, we will empower all

students with knowledge, skills, and critical thinking abilities, to become contributing and responsible members of a global society.

Core Beliefs: To realize this mission, we must be clear that progress and success means all students achieving. We must hold ourselves accountable for achievement and growth at all levels, guided by the following beliefs: 1. Education should prepare students to think critically, to problem solve, and to make decisions. 2. Education should be challenging, rigorous, and developmentally appropriate. 3. Education should support students in the acquisition of important personal traits, such as honesty, responsibility, caring, and respect.

THE COMMUNITY

Moreland School District is located in San Jose, a large city surrounded by rolling hills in Silicon Valley, a major technology hub in California's Bay Area. Architectural landmarks, from the 1883 Italianate-style Odd Fellows building to Spanish Colonial Revival structures, make up the downtown historic district. The downtown area is also home to the Tech Museum of Innovation, devoted to the exploration of science and technology. The District and surrounding area are a short distance to beautiful beaches and parks, exceptional arts and cultural activities, and entertainment opportunities.

THE BOARD OF EDUCATION

Heather Sutton, President
Ryan Sales, Clerk
Shelly Hong, Member
Sriram Chatrathi, Member
Brian Penzel, Member

Moreland School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Moreland School District Superintendent position visit www.leadershipassociates.org/active-searches and select [Moreland School District](#).

For other inquiries contact Penny Pyle, Executive Assistant, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on February 5, 2021.
The deadline has been extended to February 8, 2021 at 5:00 p.m.

Consultants:
Rich Thome
Sandy Thorstenson
Eric Andrew

Leadership Associates
3905 State Street, #7-407
Santa Barbara, CA 93105

www.leadershipassociates.org
Phone: (530) 302-5112