



## Information for Applicants for the Position of **COUNTY SUPERINTENDENT OF SCHOOLS** Ventura County Office of Education

### THE POSITION

The Ventura County Board of Education is seeking to appoint a visionary, collaborative, innovative and energetic Superintendent to guide the Ventura County Office of Education (VCOE) as the next County Superintendent. The County Superintendent of Schools is a constitutional officer and, as such, will run for office in the next general election, 2022. The Board welcomes a diverse group of candidates.

### PROFESSIONAL PROFILE

The Ventura County Board of Education seeks a superintendent who:

- Understands the unique characteristics of Ventura County, i.e. demographics, communities, economics and its diverse stakeholder groups
- Is an electable individual who can successfully run and finance a campaign
- Understands the roles of various educational organizations, e.g., California County Superintendents Educational Services Association, (CCSESA), California School Boards Association (CSBA), California County Boards of Education, (CCBE), and Association of California School Administrators, (ACSA)
- Has demonstrated cultural competence in bringing together and working collaboratively with diverse groups of individuals that comprise Ventura COE and the communities it serves
- Has demonstrated the ability to lead a multi-level organization
- Has a strong fiscal background and evidence of budgetary management
- Has demonstrated the ability to build productive relationships and consensus with a broad range of stakeholders
- Has excellent communication skills and can communicate well with all constituents including the media, legislators, and neighboring Superintendents
- Is politically savvy
- Has experience with Special Education administrative and management work
- Embraces and has experience supporting social justice, diversity, equity and cultural competence
- Is able to actively listen to and interact with the various constituencies and organizations that Ventura COE serves
- Is able to build a sense of trust among community and staff in the work of the County Office
- Has demonstrated experience and success with career education
- Has a track record of success in building a culture of teamwork, trust, openness and honesty
- Is able to provide strong, effective leadership and management when dealing with a crisis
- Will provide effective oversight, transparency, service and communication to the school district leaders that the Ventura COE serves
- Works diligently with the Ventura COE Board of Education to meet and surpass VCOE goals and objectives

### PERSONAL PROFILE

The Ventura County Board of Education seeks to appoint a superintendent who:

- Possesses a high degree of personal and professional integrity
- Demonstrates humility when working with others
- Is transparent, honest and forthright in working with staff and community
- Will value the importance of innovation and creativity in addressing the challenges we face
- Values the importance of continuous improvement
- Is a true servant leader
- Has compassion and empathy for others
- Will be approachable and highly visible throughout Ventura County
- Values the voice of stakeholders and believes in the dignity and worth of each person

## DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning
- 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 Ventura County Board of Education has retained Consultants Dr. Sally Frazier, Mr. Rich Fischer, and Dr. David Verdugo 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 school districts. Board members reserve the right to visit the current employer site 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 COUNTY

The Ventura County Office of Education provides necessary, desirable, and cost saving services to local school districts. There are 19 K-12 school districts and approximately 210 public schools and 13 charter schools in Ventura County which the County Office serves. The County K-12 enrollment is approximately 135,300 students. In addition, there are a number of universities including the California State University, Channel Islands; Moorpark, Oxnard and Ventura Community Colleges; and several private universities.

As an educational service agency, the County Office provides efficient support to help our school districts and charter schools throughout the county meet the demands of today's students and tomorrow's world. We teach over 6,000 students each year in specialized programs such as special education, career education, incarcerated youth, and expelled and at-risk youth. We also host countywide academic competitions such as Academic Decathlon, Mock Trial and Science Fair. The County Office also provides essential fiscal and administrative services to the school districts, offering the benefits of cost containment and avoidance of duplication of services; and an array of services that support improved student learning such as professional development opportunities, school district instructional and facilities review and school support team assistance.

## THE COMMUNITY

The Ventura County Office of Education is located in the city of Camarillo, approximately halfway between Los Angeles and Santa Barbara. The County is blessed by a richness of diversity that ranges from geography to cultures and communities of interest. Embracing an exceptional quality of life, the area enjoys mild temperatures and access to beaches, mountains, and boundless arts and civic activities, making the area ideal for families.

## THE BOARD OF EDUCATION

Mike Teasdale, President  
Rob Collins, Vice President  
Dr. Ramon Flores, Trustee  
Dr. Mark Lisagor, Trustee  
Rachel Ulrich, Trustee

*The Ventura County Office of Education is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Ventura County Superintendent of Schools 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 22, 2021.**

### **Consultants:**

**Sally Frazier, Ed.D., Rich Fischer, David Verdugo, Ed.D.**

### **Leadership Associates**

3905 State Street, #7-407  
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[www.leadershipassociates.org](http://www.leadershipassociates.org)

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