



Information for Applicants for the Position of **SUPERINTENDENT** COACHELLA VALLEY UNIFIED SCHOOL DISTRICT

THE POSITION

The Board of Education of the Coachella Valley Unified 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 Coachella Valley Unified School District seeks a superintendent who:

- Has a proven track record of growing academic achievement for ALL students
- Has been a classroom teacher, principal and executive level leader; Superintendent experience desirable
- Is culturally sensitive
- Has successfully guided equity work at an executive level
- Has demonstrated the ability to work collaboratively with the Board of Education, teachers, staff, parents, students and the community
- Has a good understanding of K-12 budgets and state finances, including special education
- Has successful experience building the capacity of all staff
- Has successful experiences working with labor groups
- Has had successful experience establishing Career and Technical Pathways and magnet programs such as dual language
- Recognizes the poverty and geographic challenges of the Coachella Valley
- Has a good understanding of the social, emotional and academic issues affecting students and families related to COVID-19
- Has integrity
- Will take the time to learn about the community and the district
- Is someone who wants to be here and will stay a while
- Listens and communicates with students
- Has the courage to make difficult decisions
- Will seek new ways to listen and engage parents in decisions around students
- Has the desire to listen and learn from our parent community
- Has a history of working collaboratively with the School Board
- Is a data driven decision maker
- Has experience building sustainable systems
- Has experience overseeing bond measure funds and facilities

PERSONAL PROFILE

The Coachella Valley Unified School District seeks a superintendent who:

- Has a deep and genuine commitment to social justice and equity
- Has a clear vision of success for ALL students
- Will hold self and others accountable
- Possesses a collaborative spirit
- is a person of great integrity and humility
- Is a passionate and empathetic leader
- Is open and transparent in all interactions
- Is an excellent communicator
- Is accessible and approachable
- Is innovative and open to trying new ideas to enhance learning opportunities for all students
- Is a dynamic leader focused on the collective values of the Board of Education and community
- Will make a long-term commitment to the District
- Is a leader that will speak openly and with confidence when something needs to change

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 Mr. Rich Thome, Dr. Kent Bechler, and Dr. Dennis Smith 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 Coachella Valley Unified School District is located in Thermal, California, in Riverside County, and is comprised of 21 schools: 14 elementary schools (Transitional Kindergarten - 6th grade) ranging in size from 502 to 1,099 students; three middle schools (7th - 8th grade) ranging in size from 718 to 1,093 students; one Middle/High School (7th - 12th grade) with 461 students; two comprehensive high schools (9th - 12th grade) ranging in size from 1,871 to 2,498 students; and one continuation high school with approximately 119 students. The District also serves over 600 students in numerous state and federal programs for preschool children. Operating since 1952, Coachella Valley Adult School is the largest adult school in the Coachella Valley, serving over 3,000 adult students annually. Approximately 1,000 Certificated employees and 850 Classified employees serve the needs of our students.

The vision of the Coachella Valley Unified School District is that every CVUSD graduate will possess the skill and personal motivation needed to achieve their Personal Dream. The vision and CVUSD Plan for the Future is supported by a foundation of five Pillars. The Pillars are: 1) Safe and Respectful Schools - CVUSD will ensure a safe, positive, and respectful school environment and culture for all students and staff; 2) Effective Instruction and Leadership - CVUSD is committed to the recruitment, hiring, retention and professional development of all teachers and staff members; 3) Academic Achievement - Our students will be prepared to leave CVUSD with the academic, career and social-emotional skills needed to achieve their personal dreams; 4) Community Engagement - Parents and staff will be empowered and become full partners in our students' social, emotional, and academic growth and development; 5) Fiscal Solvency and Optimization of Resources - CVUSD will operate in a fiscally sound, accountable and transparent manner.

The Coachella Valley Unified School District (CVUSD) encompasses 1,200 square miles of rural farmland and desert in southeast Riverside County, including the small communities of Thermal, Coachella, Oasis, and Mecca. CVUSD includes the community of Salton City which is located approximately 60 miles from the Mexican border in Imperial County. The geographical center of the district is Thermal, which is about 30 miles southeast of Palm Springs.

THE BOARD OF EDUCATION

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The Coachella Valley Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Coachella Valley Unified 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 April 12, 2021.

Consultants:
Rich Thome
Kent Bechler, Ph.D.
Dennis Smith, Ed.D.

Leadership Associates
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