



## Information for Applicants for the Position of **SUPERINTENDENT** **SOUTH BAY UNION SCHOOL DISTRICT**

### **THE POSITION**

The Board of Education of the South Bay 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 South Bay Union 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 proficient with respect to the demographic make-up of SBUSD students, families, employees and community.
- Has experience advocating for students, employees, and community at various levels of society e.g., grassroots efforts, government, and civil-society groups.
- Has experience working with employees and union groups in an open, transparent, honest, and forward-thinking manner.
- Has experience in research regarding best practices for Bilingual Emerging students, students with disabilities, ethnic studies, and students that are low-income.
- Will engage the community in a multi-dimensional way e.g. online resources, community meetings, mailers, radio commercials, and face-to-face engagements.
- Has a political and social understanding of what it means to be a "border district."
- 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-8 budgets and state finances, including special education
- Has a good understanding of the social, emotional and academic issues affecting students
- Has a strong focus on the needs of English Language Learners and the need for strong parent involvement of parents of ELL students
- Has a track record of holding self and others accountable

### **PERSONAL PROFILE**

The South Bay Union School District seeks a superintendent who:

- Has a genuine commitment to equity
- Appreciates and values the social, emotional, political and health issues facing students
- Has a clear vision of success for ALL students
- Possesses a collaborative spirit
- is a person of great integrity and humility
- Has the courage to make difficult decisions
- Will seek new ways to listen and engage parents
- Is a passionate and empathetic leader
- Is open and transparent in all interactions
- 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
- Is fair minded and sensitive to other people's thoughts and concerns

## DESIRED EDUCATION/EXPERIENCE

- Bilingual candidates are invited to apply
- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in California
- A good understanding of California finances and school budgets
- 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, superintendent experience desirable

## SELECTION PROCESS

The Board of Education has retained Consultants Mr. Rich Thome 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 South Bay Union School District is the most south-westerly school district in the United States. It is located in San Diego County and serves a diverse population of Pre-Kindergarten - 8th grade students in Imperial Beach, San Ysidro, and south San Diego. The District, which covers a region of 14.38 square miles of land area and 2.29 square miles of water area, has a student enrollment of approximately 6,019, (including over 500 Preschool students). South Bay Union has a total of 12 schools, including two dependent Charter Schools and one Preschool, and employs 950 staff members.

South Bay is dedicated to the success of each and every student by providing an innovative learning environment with exceptional teachers dedicated to creating a challenging and supportive classroom. SBUSD has 1:1 devices connected to the Internet with access to high quality educational software programs in all classrooms in grades 3-8; and 3:1 devices, with the same access, available in TK-2 classrooms. Middle school students have the opportunity to take their device home and engage in learning 24/7. SBUSD strives to have students engage with technology every day to extend their opportunity to learn, create, collaborate, and share.

In addition to having relevant technology accessible to every student, South Bay offers a variety of specialized programs including Visual and Performing Arts, a STEAM Academy, Instrumental Music, Dual Immersion and Biliteracy, Leader in Me Program, No Excuses University, and a Virtual Academy School. In addition to core subjects, our schools offer enrichment activities including art, robotics, business, coding, debate, intramural sports, and more. The South Bay School District seeks to ensure equitable access to the highest level of opportunities for all students, recognizing that a great opportunity exists here to graduate students prepared for the global workforce of tomorrow with academic, cultural, linguistic and technological preparation for all of our students.

## **Mission Statement**

A caring, nurturing, stimulating environment that promotes physical, social, academic, and mental growth will be provided to all participants. We recognize the uniqueness of the individual child, family, and the community in which we reside.

Learn more about South Bay Union: <https://www.sbusd.org/>.

## **THE BOARD OF EDUCATION**

Mary Doyle, President  
Louis Barrios, Vice-President  
Cheryl Quiñones, Clerk  
Marco Amaral, Member  
Janet Medina, Member

*The South Bay Union School District is an equal opportunity employer.*

## **APPLICATION PROCESS AND DEADLINE**

To request application materials for the South Bay 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 September 10, 2021.**

### **Consultants:**

**Rich Thome and Dennis Smith, Ed.D.**

### **Leadership Associates**

3905 State Street, #7-407

Santa Barbara, CA 93105

[www.leadershipassociates.org](http://www.leadershipassociates.org)

For general information, contact:

Becky Banning, Executive Assistant, Search Services

[bbanning@leadershipassociates.org](mailto:bbanning@leadershipassociates.org)