



Information for Applicants for the Position of  
**SUPERINTENDENT**  
**Antelope Valley Union High School District**

### THE POSITION

The Board of Education of the Antelope Valley Union High 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 Antelope Valley Union High School District seeks a superintendent who:

- Has been a classroom teacher, high school principal and executive cabinet leader, superintendent experience desirable
- Has experience working in a comparable school district with similar demographics, preferred experience working with diverse and equity centered groups
- Has experience in establishing effective systems and structures around equity, diversity, and inclusion to improve the educational experiences of all students and staff
- Has a strong instructional background with a background of increasing secondary student academic achievement
- Has a background and experience of working collaboratively with labor unions
- Has a track record of uniting staff, families and community around a shared vision, mission, core values and goals
- Has experience and understands the importance of establishing business partnerships for the benefit of the students served
- Is a decisive educational leader who has experience effectively collaborating with community leaders and other stakeholders by clearly communicating district objectives and goals
- Can build a culture of teamwork, trust, openness, and honesty
- Can provide strong, effective leadership and management when dealing with crisis
- Has experience in providing social/emotional support systems to help students achieve success
- Has experience in building effective and productive relationships with Boards of Education to advance the Vision and Mission of Antelope Valley UHSD

### PERSONAL PROFILE

The Antelope Valley Union High School District seeks a superintendent who:

- Possesses a high degree of personal and professional integrity
- Has compassion and empathy for others
- Is a courageous leader able to make clear and difficult decisions
- Is a good listener and solicits multiple perspectives
- Is an excellent communicator with all district stakeholders
- Is visible and accessible to staff and community
- Is a visionary and innovative leader
- Is a forward and progressive thinker
- Has experience personally and professionally enhancing the success and outcomes of disadvantaged students
- Will appreciate, build upon, and enhance the tradition and culture of Antelope Valley Union High School District

### 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 Drs. Fred Van Leuven and 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 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 DISTRICT

The Antelope Valley Union High School District (AVUHSD) District Office is in the City of Lancaster, California, (Los Angeles County). It includes eight traditional and three alternative high schools, SOAR - an early college high school on the Antelope Valley College campus, the no-cost, charter Academy Prep Junior High, an online education program and Antelope Valley Adult Education. The district serves 23,000 students in the cities of Palmdale and Lancaster, and the surrounding area.

Our schools offer a variety of programs to prepare students for college and careers. Our career academies and pathways, which focus students' coursework toward a specific field of interest, include industries such as agriculture, digital design, engineering, environmental science, health care, law and government, the arts and multimedia.

### MISSION

Our mission is to provide a safe and secure learning environment that promotes a rigorous curriculum and enables our students to develop the necessary academic, technical, and work-related skills of the 21st century.

### VISION

Our vision is that every student who graduates will be prepared to pursue college and any career to which he or she aspires.

Learn more about Antelope Valley Union High School District: <https://www.avdistrict.org/>

### THE ANTELOPE VALLEY

The Antelope Valley, which includes the cities of Palmdale and Lancaster, is located approximately one hour north of Los Angeles and a short drive to beaches including Malibu and Santa Monica, Disneyland Resort, Hollywood, Six Flags California, ski resorts and more.

Set among the beautiful Southern California high desert, the Valley's total population exceeds 542,000.

Home to California's annual Poppy Festival and the Los Angeles County Airshow, which attract thousands of visitors, the area features a diverse assortment of home options ranging from executive custom homes to affordable family homes.

The Valley's economic engine is driven by many industries including aerospace, healthcare, manufacturing, agriculture, and film. Major aerospace employers include NASA, Lockheed Martin, Boeing, Northrop Grumman, and Edwards Air Force Base.

Two main hospitals, Antelope Valley Hospital and Palmdale Regional Medical Center, provide myriad health care services for the region. In addition to elementary and high school education, the Valley provides various higher education options including a local community college - Antelope Valley College, California State University extension campuses and private universities that allow community members to continue their education locally.

Residents can enjoy a wide variety of retail shopping opportunities at the Antelope Valley Mall and assorted mini-malls, along with "big-box" stores. Local and franchise eateries are abundant, providing everything from steak houses to wine bars and tea rooms.

Many cultural and recreational amenities provide residents with choices for leisure activities. The area features dozens of parks and Palmdale's Dry Town Water Park. Each summer, the annual Antelope Valley Fair & Alfalfa Festival showcases concerts, livestock exhibits, food and fun. Performing arts theaters and a local amphitheater attract headline talent, and movie theaters offer the latest releases.

The arts are celebrated in local museums and art galleries including the Lancaster Museum of Art and History, which offers traveling exhibits.

See more at City of Lancaster and City of Palmdale websites:

<https://www.cityoflancasterca.org/> and <https://cityofpalmdale.org/>.

## THE BOARD OF EDUCATION

Jill McGrady, President  
John Rush, Vice President  
Donita Winn, Clerk  
Amanda Parrell, Board Member  
Dr. Victoria Ruffin, Board Member

*The Antelope Valley Union High School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Antelope Valley Union High 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 October 25, 2021.**

**Consultants:**  
**Fred Van Leuven, Ed.D.**  
**David Verdugo, Ed.D.**

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