



Information for Applicants for the Position of  
**SUPERINTENDENT**  
**TUSTIN UNIFIED SCHOOL DISTRICT**

### **THE POSITION**

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

- Has been a classroom teacher, principal and executive cabinet leader, superintendent experience desirable
- Has experience working in a comparable school district with similar demographics
- Has demonstrated the ability to work collaboratively and effectively with the Board of Education
- Has a good understanding of K-12 budgets, state finances and Interest Based Bargaining (IBB)
- Has successful experience building the capacity of all staff
- Has a proven track record of recruiting and retaining high quality staff
- Is a research based leader that understands and leads with "Best Practices" in mind
- Has a strong instructional background and has a track record of success in raising student achievement
- Is a culturally competent and is an "equity minded" leader

### **PERSONAL PROFILE**

The Tustin Unified School District seeks a superintendent who:

- Possesses strong interpersonal skills and is a "people person"
- Possesses a collaborative spirit
- Is open, consistent and transparent in all communications
- Is visible and accessible to staff and the community
- Is supportive of site based leaders and appreciates the important leadership role they play in the success of the district and the students and community they serve
- Is an innovative thinker open to trying new ideas while sustaining ongoing and effective district initiatives and programs
- Is a genuine and authentic leader
- Is a person of great integrity
- Is a courageous leader able to make difficult decisions
- Is politically astute

### **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. Dennis Smith 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

Serving the communities of Tustin and portions of Irvine, Santa Ana and unincorporated North Tustin, the Tustin Unified School District, located in California's Orange County, serves approximately 23,400 students grades K-12. It has 17 elementary schools, 5 middle schools, 1 K-8 school, 3 comprehensive high schools, 1 continuation high school, plus a Tustin Connect K-12 online school and an adult school. Tustin USD employees approximately 2,380 staff members and has an annual operational budget of \$275 million.

Tustin USD has won multiple school recognition awards including National Blue Ribbon School and California Distinguished School awards. It offers enriching STEAM programs at all elementary and secondary sites and each high school has award-winning engineering and media arts programs. Tustin USD also has a world-class K-12 Robotics program and recently sent 12 teams to the VEX World Robotics Championships to compete with the best. TUSD has also joined forces with other school districts, colleges, universities, and business partners throughout Orange County to create college and career pathways.

Tustin USD offers some signature academic programs such as GATE/PBL Magnet Programs, Spanish Dual Language Immersion Program, Elementary Music Program, a 6-12 Legacy Magnet Academy, and Tustin Connect, which is an online K-12 school with a personalized and flexible learning environment.

### Mission Statement

The mission of the Tustin Unified School District, a learning community rich in heritage and committed to a tradition of excellence, is to ensure that each student optimizes individual achievement through an educational system characterized by challenging and exciting curricula and inspiring personalized instruction, in partnership with our dynamic and involved communities.

Learn more about Tustin Unified School District: <https://www.tustin.k12.ca.us/>

## THE BOARD OF EDUCATION

Lynn Davis, President  
Jonathan Abelow, Vice President  
James H. Laird, Clerk  
Allyson Damikolas, Member  
Jonathan Stone, Member

*The Tustin Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Tustin 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 September 24, 2021.**

**Consultants:**  
**Dennis Smith, Ed.D.**  
**David Verdugo, 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)