



Information for Applicants for the Position of **SUPERINTENDENT** **LENNOX SCHOOL DISTRICT**

THE POSITION

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

- Has experience working in communities with the demographics and characteristics similar to those of the Lennox School District
- Has successful experience as a teacher, site administrator and district office leader
- 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 track record of success in providing the academic and social/emotional support systems to help our students reach their highest potential
- Has a track record of demonstrating strong and effective communication skills (writing, listening, speaking)
- Will provide effective oversight of our financial, business and operations
- Has effective strategies for dealing with adverse effects of declining enrollment, financial challenges and staffing shortages
- Has a track record of success in building a culture of teamwork, trust, openness and honesty
- Is able to honor the uniqueness of each school site but at the same time bring them together in achievement of our vision, mission, goals and core values
- Has experience working with employee bargaining units and has demonstrated positive and productive negotiations with Bargaining Units
- Has demonstrated ability to recruit and retain high quality teachers, leaders and support staff
- Has a proven track record of success in building strong relationships with all stakeholders
- Has experience establishing systems and strategies to make decisive decisions, problem solve, and build trust throughout the district
- Is politically savvy
- Can lead the district in addressing technology needs currently and into the future related to student achievement and business operations
- Will explore succession planning for leadership positions in the district
- Bilingual candidates highly desired

PERSONAL PROFILE

The Lennox School District seeks a superintendent who:

- Is a good listener who solicits perspectives from staff, parents, and community
- Possesses a high degree of personal and professional integrity
- Has compassion and empathy for others
- Is approachable, accessible, and highly visible in the community, at school sites, in the classroom and throughout the district
- Is culturally competent
- Is transparent, honest, and forthright in working with our staff and community
- Values the importance of continuous improvement
- Will value the importance of innovation and creativity in maintaining our strengths and addressing challenges

DESIRED EDUCATION/EXPERIENCE

- 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 highly desired

SELECTION PROCESS

The Board of Education has retained Consultants Dr. David Verdugo and Mr. Rich Thome 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 Lennox School District, located in Los Angeles County, first began providing public education in 1910 with only one school—a four room, wood-frame structure with 50 students. Since these modest beginnings, the Lennox School District has grown to its current size and configuration of more than 5,100 students attending a preschool, five elementary schools, and a middle school. The Lennox community is an unincorporated 1.3 sq. mile area of Metropolitan Los Angeles situated between the cities of Hawthorne, Inglewood and the Los Angeles International Airport. The Lennox Board of Trustees strongly encourages community involvement as an essential element of effective schools. Lennox teachers, administrators and staff are highly dedicated to the task of addressing the needs of the whole child—academically, socially, physically, and emotionally—so that every child can achieve.

Vision Statement

The Lennox School District is dedicated to providing our students an education that emphasizes:

- Cradle to College - Preparing students academically from birth to career
- Community - Embracing the role of parents in the educational process
- Culture of Caring - Encouraging committed employees to support students and their families socially, emotionally, and academically
- Continuity - Entrusting that each generation achieves and excels, and returns to the Lennox Community to give back

Mission Statement

Every Lennox School District student will successfully transition to college or career.

THE BOARD OF EDUCATION

Angeles Gonzalez, President
Dr. Angela Fajardo, Vice President
Karen Rodriguez Garcia, Clerk
Karina Cordero, Member
Sergio Hernandez, Jr., Member

The Lennox School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Lennox 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 22, 2021.

Consultants:
David Verdugo, Ed.D.
Rich Thome

Leadership Associates
3905 State Street, #7-407
Santa Barbara, CA 93105
www.leadershipassociates.org

For general information, contact:
Becky Banning, Executive Assistant, Search Services
bbanning@leadershipassociates.org