



**SUPERINTENDENT
SANTA MARIA-BONITA SCHOOL DISTRICT**

THE POSITION

The Board of Education of the Santa Maria-Bonita 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 Santa Maria-Bonita School District seeks a superintendent who:

- Has experience working in communities with the demographics and characteristics similar to those of the Santa Maria-Bonita 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 and staff to reach their full potential
- Has a track record of demonstrating strong and effective communication skills (writing, listening, speaking)
- Has experience working with employee bargaining units and has demonstrated positive working relationships and productive negotiations with said bargaining units
- Is capable of building a strong and successful district wide culture of teamwork, trust, openness and honesty
- Will provide effective oversight of our district's financial, business and operations
- Has demonstrated ability to recruit and retain high quality teachers, leaders, and support staff
- Has experience establishing systems and strategies to make effective and timely decisions, problem-solve, and effectively collaborate with all stakeholders
- Is politically savvy
- Can lead the district in addressing facilities and technology needs currently and into the future in order to enhance and improve student achievement and business operations
- Can be a mentor and coach for leadership positions in the district
- Has successful experience initiating and managing General Bond Referendums
- Bilingual candidates highly desired

PERSONAL PROFILE

The Santa Maria-Bonita School District seeks a superintendent who:

- Solicits perspectives from staff, parents, students, 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 school district
- Is culturally competent
- Is transparent, honest, and forthright in working with our staff and community
- Values collaborative working relationships with all stakeholders
- Will value the importance of innovation and creativity in enhancing our strengths and addressing our challenges
- Values the importance of continuous improvement

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 Santa Maria-Bonita School District is located on the beautiful Central Coast and is nestled in the Santa Maria Valley, one of the most productive agricultural areas in the State of California. SMBSD is the largest school district in Santa Barbara County with 16,900 students pre-school through 8th grade. In the heart of the coastal agricultural area, we celebrate our families, and the support they provide to the students of the district. The district comprises seventeen elementary schools and four junior high schools. The district is committed to a high-quality education for each student, to develop students who are ready for college and career.

DISTRICT CORE VALUES

- We believe every person has value and potential.
- We believe in the power of teaching.
- We believe families are critical partners in a child's education.
- We believe the greatest learning occurs in a safe environment.
- We believe all students should be given the best education possible.
- We believe in being advocates for our district's excellence.
- We believe in dignity and respect for all.

VISION

We are here to prepare children to be successful citizens.

OUR VISION FOR STUDENT SUCCESS

Santa Maria-Bonita is committed to preparing successful citizens who are college and career ready. To achieve this level of readiness, every student will learn at grade level and beyond through effective Tier 1 practices.

We have a deliberate, intentional culture of learning with high expectations where every day, every educator, every staff member, and every student seeks to learn and strives for growth.

We support and challenge each other to stay focused on what matters most: ensuring that in every classroom our students are tackling relevant, challenging content, taking ownership for their learning and improving every day.

MISSION

Our mission is to teach, to learn and to facilitate learning in a cooperative and safe environment.

Learn more about Santa Maria-Bonita School District: <https://www.smbds.org/>

THE BOARD OF EDUCATION

Ricky Lara, President
Vedamarie Alvarez-Flores, Vice President
Ricardo Valencia, Clerk
John Hollinshead, Member
Linda Cordero, Member

The Santa Maria-Bonita School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Santa Maria-Bonita 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 January 20, 2022.

Consultants:

Fred Van Leuven, Ed.D.
David Verdugo, Ed.D.

Leadership Associates

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For general information, contact:

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