



Information for Applicants for the Position of

**SUPERINTENDENT**  
**Lafayette School District**

**THE POSITION**

The Lafayette School District Governing Board invites highly qualified educational leaders to apply for the position of District Superintendent.

**PROFESSIONAL PROFILE**

Lafayette School District seeks a superintendent who:

- Is an experienced and knowledgeable leader
- Is student centered
- Will focus on the social and emotional needs of students
- Will value and build on the District's Diversity Equity Inclusion and Belonging (DEIB) work
- Is a strong and effective communicator both orally and in writing
- Has a strong financial background; financial acumen
- Has experience working in a high-performing district with active parent and community involvement
- Has a solid understanding of education law, policy, and state initiatives
- Is an inclusive and collaborative decision maker who listens to all voices
- Can stand up to pressure and make tough decisions; decisive
- Will maintain and build upon strong existing relationships with the local high schools, neighboring districts, the City of Lafayette and Lafayette Partners In Education (LPIE)
- Has excellent interpersonal skills
- Is a relationship and team-builder
- Has experience with parcel taxes, bonds and garnering resources
- Will be visible and actively involved in the community as well as in the District's schools
- Is able to delegate; not a micromanager
- Will lead by example
- Has an established track record of leading individuals and teams
- Can see the big picture and the interconnectedness of decisions that are made
- Will understand the context of the community and its varied stakeholders

**PERSONAL PROFILE**

Lafayette School District seeks a superintendent who:

- Is committed and invested in the schools and community of Lafayette
- Has a track record of integrity, trustworthiness, and honesty
- Is a transparent and effective communicator
- Is collaborative and listens to all voices while unifying and bringing people together
- Values students, teachers, staff, parents and community members

**DESIRED EDUCATION/EXPERIENCE**

- 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
- A strong record of partnering with community groups

## SELECTION PROCESS

The Lafayette School District Governing Board has retained Consultants Eric Andrew, Ed.D. and Jacki Horejs, Ed.D. 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 by candidates 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 letter of application
- A fully completed application form
- A resume
- Three letters of recommendation
- An original writing sample that is reflective of a Superintendent's communication
- Five professional references
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

## THE DISTRICT

Lafayette School District is a TK-8 School District located in the city of Lafayette, CA. There are approximately 3,200 students in this district.

Our District Vision: Our students are creative thinkers and problem-solvers and are prepared to become responsible, ethical and productive citizens.

Our District Mission: We embrace a rigorous, comprehensive curriculum to provide a quality education in a safe and nurturing environment. We commit to meet the needs of all students, to foster continuous learning and a global perspective based upon respect and tolerance.

According to the most recently published School Accountability Report Cards for the district, the following information is of note for each school. Burton Valley Elementary School reported an enrollment of 782 students for the 2020-21 school year, with 1.4% being socioeconomically disadvantaged, 8.4% of the student population are students with disabilities, and 0.6% are designated as English Learners. Happy Valley Elementary School reported an enrollment of 480 students for the 2020-21 school year, with 2.9% being socioeconomically disadvantaged, 11.5% of the student enrollment are students with disabilities, and 1.3% are designated as English Learners. Lafayette Elementary School reported an enrollment of 509 students for the 2020-21 school year, with 5.5% being socioeconomically disadvantaged, 11.2% of the student population are students with disabilities, and 6.7% of the students are English Language Learners. Springhill Elementary School reported an enrollment of 444 students for the 2020-21 school year, with 1.8% being socioeconomically disadvantaged, 13.7% of the student population are students with disabilities, and 2.9% of the enrollment are English Language Learners. Stanley Middle School, the sole grade 6-8 school in the district, reported an enrollment of 1,136 students for the 2020-21 school year, with 4.5% being socioeconomically disadvantaged, 10.1% are classified as students with disabilities, and 1.6% of the student population are English Language Learners.

District-wide progress on the California Assessment of Student Performance and Progress (CAASPP) has demonstrated that our students' 2021 performance continues to be very high in

mathematics and English Language Arts, with 80.52 of our students in the “standard met or exceeded” category in ELA and 77.11 in the “met or exceeded” category for math.

## THE BOARD OF EDUCATION

Rob Sturm, President  
Suzy Pak, Clerk  
Jean Follmer, Member  
Meredith Meade, Member  
Dave Smith, Member

*Lafayette School District is an equal opportunity employer.*

## APPLICATION PROCESS

To request application materials for the Lafayette School District Superintendent position visit [www.leadershipassociates.org/active-searches](http://www.leadershipassociates.org/active-searches) and select Lafayette School District.

For other inquiries contact Penny Pyle, Executive Assistant, at [ppyle@leadershipassociates.org](mailto:ppyle@leadershipassociates.org).

**Applications must be completed and returned via email by 5:00 P.M. on February 11, 2022.**

### **Consultants:**

**Eric Andrew, Ed.D.**

**Jacki Horejs, Ed.D.**

### **Leadership Associates**

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