



## Information for Applicants for the Position of

### **SUPERINTENDENT** **Etiwanda School District**

#### **THE POSITION**

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

#### **PROFESSIONAL PROFILE**

The Etiwanda Unified School District seeks a superintendent who:

- Has been a classroom teacher, principal, assistant superintendent; superintendent experience desirable
- Has a strong instructional background and a track record of success in raising student achievement for ALL students.
- Is highly engaged in the community and in the schools
- Is highly visible
- Is a leader dedicated to ensuring the social and emotional well-being and safety of all students
- Has successful experience building the capacity of 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
- Is a culturally competent and "equity minded" leader
- 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 served
- Has demonstrated the ability to work collaboratively and effectively with the Board of Education
- Will make a long-term commitment to the district
- Has a good understanding of state and district budgets

#### **PERSONAL PROFILE**

The Etiwanda School District seeks a superintendent who:

- Possesses a collaborative spirit
- Is sincere, warm, and cares for students and staff
- Is a person of strong character and integrity
- Possesses strong interpersonal skills
- Is a problem solver
- Will elevate and inspire others
- Will be visible and accessible to the staff and community
- Is a genuine, trustworthy and authentic leader
- Is a courageous leader able to make difficult decisions
- Is politically astute
- Is an excellent communicator
- Will respect the traditions and excellence of the district
- Has a calm demeanor
- Is open minded, fair, and approachable

#### **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 state and district budgets
- A record of focusing on students and improving achievement for all students

- Experience as a teacher, principal and at least three years' experience as a central office administrator
- Bilingual candidates are invited to apply

## SELECTION PROCESS

The Board of Education has retained Consultants Dennis Smith, Ed.D. and Kent Bechler, Ph.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 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
- Five professional references
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

## THE DISTRICT and COMMUNITY

Established in the historic Cucamonga Wine Region as a one-room schoolhouse in May of 1883, the Etiwanda School District is a school community rich in heritage and bound together by enduring relationships and a commitment to "Excellence in Education."

Etiwanda currently has over 13,000 transitional kindergarten through eighth grade students attending 13 elementary schools, 4 intermediate schools, a community day school, and a blended online home school. As part of their ongoing service to the communities of Rancho Cucamonga and Fontana in the west end of San Bernardino County, our Etiwanda schools continue to distinguish themselves and earn various awards, including Blue Ribbon Honors, California Distinguished Schools and Golden Bell Awards.

Our student enrollment is comprised 44% Hispanic, 22% White, 13% Asian, and 9% African American, with the remaining 12% identified in other ethnic groups. Students identified as low income make up 35% of our population, 12% are receiving Special Education services, 7% are English learners and less than 1% are foster youth.

The Etiwanda School District is dedicated to promoting high standards in curriculum, instruction, performance and personal behavior. It is our goal that each student achieve academic excellence and develop respect for self and others so that they become contributing members of our culturally diverse society. The responsibility for the development of these qualities in all students is accomplished through a cooperative effort among students, parents, staff and community.

Intent on building upon its tradition and success, the District is committed to the development of the whole child and providing for a safe, healthy, culturally proficient, and inclusive school environment. A supportive community, balanced, challenging curriculum, and engaging, high-quality instruction work to meet the needs of all students and build a

strong foundation for college and career. Learning in schools celebrates and draws on the assets that are the background and life experiences of a remarkably diverse student population. Students are primed to realize their enormous potential and become model citizens and contributing members of our nation and global society.

Guided by the leadership of its Board of Trustees, powered by the dedicated efforts of its staff, and supported by its valued partnerships with the community and families, the District is steadfast in its mission to promote the lifelong well-being and success of its students.

## THE BOARD OF EDUCATION

Mondi M. Taylor, President  
Dayna Karsch, Clerk  
Brynna Cadman, Member  
Robert Garcia, Member  
David W. Long, Member

*Etiwanda School District is an equal opportunity employer.*

## APPLICATION PROCESS

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

For other inquires 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. February 21, 2022.**

**Consultants:**  
**Dennis Smith, Ed.D.**  
**Kent Bechler, Ph.D.**

**Leadership Associates**  
3905 State Street, #7-407  
Santa Barbara, CA 93105

[www.leadershipassociates.org](http://www.leadershipassociates.org)

Phone: (530) 302-5112