



Information for Applicants for the Position of **SUPERINTENDENT** **Lancaster School District**

THE POSITION

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

PROFESSIONAL PROFILE

Lancaster School District seeks a superintendent who:

- Has experience working in communities with the demographics and characteristics similar to those of the Lancaster 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 reach their full potential
- 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
- Is committed to addressing the needs of our homeless and foster student population
- Can establish long-term relationships, mentorship and partnerships with various business entities
- Has experience establishing systems and strategies to make decisive decisions, problem solve, and effectively collaborate with all stakeholders in that process
- Has a track record of demonstrating strong and effective communication skills (writing, listening, and speaking)
- Is politically savvy
- Has experience working with employee bargaining units and has demonstrated positive working relationships
- Will work closely with site administration to enhance and build academic success, and commit to research based best practices
- Will make a long term commitment to the district
- Has demonstrated ability to recruit and retain high quality teachers, leaders, and support staff

PERSONAL PROFILE

Lancaster School District seeks a superintendent who:

- 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 the importance of continuous improvement
- Will elevate and inspire others
- Is truly a Servant Leader

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 in a diverse community
- A strong record of partnering with community groups
- Bilingual (desirable)

SELECTION PROCESS

The Board of Education has retained Consultants Fred Van Leuven, David Verdugo and Blanca Cavazos 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

Lancaster School District is a network of twenty-two (22) school sites committed to educational excellence for the students whom we serve by empowering our community's youth to reach their full potential. We strive to work alongside the community in order to create an atmosphere and environment that will prepare our students for the 21st-century workforce.

Lancaster School District is comprised of grades ranging from Early Childhood Education through to grade eight. The district is located in the northernmost portions of Los Angeles County in the Antelope Valley. We serve a population of 14,356 students. We have a total of 12,572 (86.4%) students who are identified as socio-economically disadvantaged, 1,757 (12%) English Language Learner students, 506 (3.4%) foster students, and 526 (4%) homeless students. Our district demographics are reflective of the greater Lancaster community and are comprised of 8,079 (56%) Hispanic students, 4,012 (27.5%) African American students, 1,368 (9%) White students, 637 (4%) students who claim two or more races, 201 (1%) Filipino students, 301 (2%) Asian students, 74 (.5%) American Indian/Alaskan Native students, and 27 (.1%) Pacific Islander students.

Lancaster School District provides a host of services to our students within the confines of our Local Education Agency. The District has a partnership with the Antelope Valley Partners for Health that allows us to work with and provide community resources and enrollment services to our foster and homeless students through the Lancaster School District's Welcome and Wellness Center. We also have been able to provide various family engagement

opportunities through our Welcome and Wellness Center partnership. We partner with various community organizations in order to provide educational incentives and opportunities to our students. Additionally, we work closely with other local organizations to continually alert our community members of the various opportunities, strategic efforts, and a multitude of resources that are available. We have relationships with local Universities to provide qualified candidates for the teaching profession in the Antelope Valley.

THE BOARD OF EDUCATION

Greg Tepe, President
Keith Giles, Vice-President
Diane Grooms, Clerk
Sandra Price, Member
Duane Winn, Member

Lancaster School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Lancaster School District Superintendent position visit www.leadershipassociates.org/active-searches and select Lancaster School District.

For other inquires contact Penny Pyle, Executive Assistant, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on February 28, 2022.

Consultants:

Fred Van Leuven, Ed.D., David Verdugo, Ed.D. and Blanca Cavazos, Ed.D.

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