



Information for Applicants for the Position of
SUPERINTENDENT
Berkeley Unified SCHOOL DISTRICT

THE POSITION

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

- **Is an instructional leader who has a proven track record of demonstrating the ability to:**
 - Address the needs of all students based upon the whole child model of teaching and learning
 - Articulate the District's vision for teaching and learning with parents, employees and the community, especially as it relates to closing the achievement/opportunity gap
 - Develop and implement multi-faceted and challenging instructional programs to meet the needs of all students with a particular focus on underperforming students
 - Identify evidenced-based best practices both internal and external to the District and support consistent implementation district wide
 - Negotiate the tensions between the use of instructional time for the core curriculum standards and enrichment classes
 - Use data to inform instruction, identify priorities, and measure the success of programs
 - Understand curriculum, instruction, and successful practices in Pre-Kindergarten through Adult Education Programs
- **Is an effective communicator who will:**
 - Articulate deeply held passionate beliefs about inequalities and closing the achievement/opportunity gap
 - Address competing interests effectively without losing sight of the District's goals
 - Make specific efforts to develop a strong ongoing relationship and communicate with the African-American, Latino and immigrant communities
 - Model excellent communication skills that include the ability to listen respectfully
 - Lead development of a Strategic Plan for the District
- **Is a Manager who:**
 - Aligns and will marshal resources in support of the District's vision for student learning
 - Expects all members of the district staff to achieve high performance
 - Fosters communication district-wide to enhance coordinated services among the various departments
 - Implements and monitors accountability systems to improve employee and overall system performance
 - Understands the dynamics of an organization and is able to organize, delegate, supervise and hold individuals and groups accountable while working as part of a team
 - Values the role technology serves to improve student outcomes and improve the overall functionality of the District
 - Has experience negotiating complicated bargaining agreements with multiple labor associations
 - Has experience containing special education costs while maintaining quality of service

PERSONAL PROFILE

The Berkeley Unified School District seeks a superintendent who:

- Understands the unique qualities of the Berkeley community and schools and is eager to become an active member of the community
- Develops and expands strong and healthy working relationships and partnerships with organizations both within and outside of the District that benefit the educational success of all students
- Inspires a love of learning and promotes the value of life-long learning through instructional leadership
- Interacts positively with the cultural and political nuances of Berkeley and maintains and expands community-wide support for the School District

- Inspires, motivates, coaches, and mentors others
- Is receptive to change initiatives and evidences ability to lead change
- Is innovative and willing to take calculated risks

QUALIFICATIONS

- Experienced in the U.S. public education system (Required)
- Experience as a superintendent in a CA K-12 district (Preferred)
- As a condition of employment at the time of signing the contract, the successful candidate must be eligible for California superintendency (Required)
- Experienced in a district with local tax measure support and/or has actively advocated for the passage of local tax measures. (Preferred)
- Experienced or familiar with a personnel commission (merit district) system (Preferred)

SELECTION PROCESS

The Board of Education has retained Consultants Eric Andrew 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

A competitive salary, and excellent comprehensive benefits package will be offered based upon experience, qualifications, and profile criteria.

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 Berkeley Unified School District is located in the City of Berkeley in Alameda County.

Berkeley Unified is responsible for educating more than 9,400 individual students in 11 public elementary schools, 3 middle schools, one comprehensive high school, an alternative high school, and a Tech Academy High School. In addition, the district has 3 preschools, two after-school programs, and an Adult School serving several thousand students each year. With a tradition of excellence rooted in a vibrant community, Berkeley Unified alumni have become national and international leaders in business, civic society, politics, academia, sports, and the arts. Students and staff in Berkeley Unified come from a wide variety of ethnic and socioeconomic backgrounds, surrounded by one of the most intellectually and culturally rich regions in the United States.

Since the founding of the University of California, Berkeley in 1868 and the establishment of Berkeley's first high school in 1879, Berkeley's community has been proud to be a leader in public education. In 1968, the Berkeley Unified School District was the nation's first school district to desegregate without a court order.

Mission, Vision and Values

The Mission, Vision, Values, and Goals of Berkeley Unified are encapsulated in the four E's:

- **Excellence** in Learning, in Teaching, and in Service to our Students and Families
- **Equity** in Access, in Resource Allocation, and Educational Outcomes
- **Engagement** with Parents, Guardians, Families, and Community
- **Enrichment** with parents, guardians, families, and community

Mission

The Mission of the Berkeley Unified School District is to enable and inspire our diverse student body to achieve academic excellence and make positive contributions to our world.

Vision

Our Students are curious and creative learners who succeed through personal initiative and sustained effort to reach high academic goals. They are critical thinkers who seek knowledge and possess technological competence and collaborative skills. Our students embrace diversity, act responsibly, and contribute to our community.

Our Educators believe that all students can meet or exceed rigorous academic standards. Teachers, staff, and administrators together form a rich professional learning community where all are supported to hone our professional craft and improve our effectiveness. Through the examination of our instructional practices and data, we adjust our teaching and operational systems in order to continuously improve. We are responsible for the stewardship of our fiscal resources and fair and equitable in their distribution.

Our Families and Community are integral to the success of our students and schools. Families are active, engaged and welcomed partners in their child's education, who give valued input and participate in making important decisions about our academic and enrichment programs. Our diverse community is passionate about equitable educational outcomes for all students. Our civic and community organizations partner with us to promote family engagement and the well-being and success of our students.

Our Schools are vital centers of community life enriched by the diversity of our city and welcoming to all families. Each classroom offers an engaging and culturally relevant curriculum that builds on students' interests and abilities. Student needs, as identified by regular assessment, inform our teaching and guide appropriate and effective intervention services. We offer an enriched learning environment and a comprehensive system of support to address the needs of the whole child.

Values and Beliefs

- Students are our priority.
- We take pride in our diversity.
- We hold high expectations for ourselves and our students.
- We treat each other with respect and act with integrity.

Learn more about BUSD: <https://www.berkeleyschools.net/>

THE BOARD OF EDUCATION

Ka'Dijah Brown, President
Laura Babitt, Vice President
Ana Vasudeo, Director/ Clerk
Ty Alper, Director
Julie Sinai, Director

The Berkeley Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Berkeley Unified 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 April 1, 2022.

Consultants:

Eric Andrew, Ed.D.
David Verdugo, Ed.D.

Leadership Associates

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For general information, contact:
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