



Information for Applicants for the Position of **SUPERINTENDENT** **GROSSMONT UNION HIGH SCHOOL DISTRICT**

THE POSITION

The Board of Education of the Grossmont Union High 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 Grossmont Union High School District seeks a superintendent who:

- Is student centered with a focus on success for each and every student
- Believes every student can succeed and thrive
- Is highly collaborative, inclusive and an excellent team builder and unifier
- Is a genuine listener, excellent communicator and then decisive
- Is a servant leader
- Values and supports all staff
- Is responsive to stakeholders
- Has an open-door policy
- Is a transparent leader
- Is measured in response
- Has a growth mindset
- Is an innovator
- Will value the socio-emotional health of students and staff
- Shares the credit, not the blame
- Works to get to win-win solutions
- Has high level of political acumen
- Is highly visible and engaged on our campuses, in our classrooms and in our community
- Will enhance our vision for our district
- Will prioritize communication with parents and our community
- Will enhance the trust that parents have in the District
- Highly values the diversity throughout the district and in our community
- Will value the great work that has been accomplished in Grossmont UHSD
- Will appreciate our district "family" and enhance what we value
- Has a clear understanding of the conservative and diverse communities throughout the district
- Understands how to maximize technology to enhance instruction
- Will hire with an appreciation for diversity
- Values the strong Board culture and will be an effective member of the governance team
- Has strong budget and finance experience in school districts
- Has courage to face difficult situations and make sound decisions
- Will continue to foster community partnerships including the support of CTE and Adult Ed
- Is a strong supporter of all district curricular and co-curricular programs that serve students of all backgrounds and abilities
- Will create new ways to attract students
- Is well read including distinguished books on highly effective teaching and leadership
- Views Grossmont UHSD as the final destination before retirement

PERSONAL PROFILE

The Grossmont Union High School District seeks a superintendent who:

- Is a lifelong learner and really enjoys his/her job as a leader
- Has strong emotional intelligence and knows himself/herself well
- Is reasonable and respectful
- Is caring and compassionate
- Is honest and considerate
- Is approachable and authentic
- Is humble and kind
- Is diplomatic
- Has the highest level of integrity

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 as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Rich Thome and Sandy Sanchez Thorstenson 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 Grossmont Union High School District (GUHSD) provides education to students in grades 9-12, and is located in the eastern portion of San Diego County. GUHSD was established in 1920 and encompasses an area of approximately 465 square miles, including all of the cities of El Cajon, Santee, and Lemon Grove, most of the city of La Mesa, a small portion of the city of San Diego, and the unincorporated areas of Alpine, Dulzura, Jamul, Lakeside, and Spring Valley. GUHSD

consists of nine comprehensive high schools, a middle college high school, two alternative education sites, one continuation high school, three special education facilities, a Career Technical Education (CTE) program, two charter high schools, and an adult education program. GUHSD provides a quality educational program for its students and has a reputation for excellence in education throughout the state. Over the past several years, numerous GUHSD high schools have been recognized as California Distinguished Schools and California Gold Ribbon Schools. Every year since 2009, more than 60% of the District's graduating seniors attend a four-year college/university or a community college immediately upon graduation. Along with a robust instructional program designed to meet a wide variety of educational needs, GUHSD also provides Fiscal Services and Human Resources support to its schools, and an Educational Services division to assist schools with their programmatic needs. The 2,300 full-time employees in GUHSD, combined with hundreds of hourly employees, make GUHSD the largest employer in the East County.

Learn more about GUHSD: <https://www.guhsd.net/>

THE BOARD OF EDUCATION

Robert Shield, President
Chris Fite, Vice President
Elva Salinas, Clerk
Jim Kelly, Member
Dr. Gary Woods, Member

The Grossmont Union High School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Grossmont Union High 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 March 11, 2022.

Consultants:

Rich Thome

Sandy Sanchez Thorstenson

Leadership Associates

3905 State Street, #7-407

Santa Barbara, CA 93105

www.leadershipassociates.org

For general information, contact:

Becky Banning, Executive Assistant, Search Services

bbanning@leadershipassociates.org