



SOLVANG SCHOOL DISTRICT

VIKING WARRIORS

Information for Applicants for the Position of **SUPERINTENDENT** **SOLVANG SCHOOL DISTRICT**

THE POSITION

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

- Is personable, self-confident, optimistic, and enthusiastic
- Is able to select and build effective work groups, understand the human dynamics of team foundation, and create and maintain functional teams; formulate team roles, provide guidance, and reward team behavior
- Has a track record of expanding staff skills through training, coaching, and development; and evaluating and articulating present performance and future potential of the team
- Is team oriented, shares resources, responds to requests, and support a spirit of cooperative effort.
- Has experience working in communities with the demographics and characteristics similar to those of the Solvang School District
- Is accessible to the entire school community
- Will listen and learn about the school community before implementing change
- Is collaborative with neighboring districts and superintendents
- Is visible in the community
- Will communicate shared goals across the District
- Has successful experience as a teacher, site administrator and district cabinet level 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
- Has successful experience in building a strong and successful district wide culture of teamwork, trust, openness, and honesty
- Will provide effective oversight of our district's financial, business, personnel, and operations
- Has financial acumen and understand the financial framework of the organization; demonstrates fiscal responsibility and incorporates financial data in business decisions.
- 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)
- Has successful experience working within the school and the community's power network
- Can recognize agendas, balance internal & external politics, and work well with community members and officials
- Has experience working with employee bargaining units and has demonstrated positive working relationships
- Will make a long-term commitment to the District
- Has demonstrated ability to recruit and retain high quality teachers, leaders, and support staff
- Has successful experience initiating and managing General Bond Referendums
- Is an effective collaborator who values and seeks input and ideas from others

PERSONAL PROFILE

The Solvang School District seeks a superintendent who:

- Possesses a high degree of personal and professional integrity
- Has compassion and empathy for others
- Has the highest ethics, morals, honesty
- Is approachable, accessible, and highly visible in the community, at school sites, in the classroom and throughout the School District
- Is culturally competent

- Treats people equally - respects the work everyone does in the District
- Is transparent, honest, and forthright in working with our staff and community
- Values the importance of continuous improvement
- Will elevate and inspire others

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning
- An educator with experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a similar community
- Experience as a teacher, principal and as a district cabinet level office administrator
- A strong record of partnering with community groups
- Bilingual (desirable)
- Has experience/knowledge working with Dual Language Immersion programs

SELECTION PROCESS

The Board of Education has retained Consultant Dr. Fred Van Leuven of Leadership Associates to recruit qualified candidates. He 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 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 Solvang School District, located in Santa Barbara County, is focused on students' academic and social-emotional development. We serve students by providing a robust educational program featuring the following things: a strong science, technology, engineering, and mathematics (STEM) program in ALL grades, with nationally acclaimed Project Lead the Way; dual-language immersion starting in kindergarten; visual art, music, dance, band, and drama across all grade levels; various engineering electives in 6-8th grades, including robotics and computer science; a Medical Detectives (biomedical science) class in the middle school; interscholastic girls' and boys' basketball, tennis, and volleyball teams; targeted special-education services; the acclaimed All are Scholars Academy for all 4-5th graders, where students experience gifted instruction and creative electives; farm-to-table cafe service; Project Based Learning/public presentations-of-learning and student-defense of their work; Town Hall Meetings at the middle school that shape a positive and empowering school culture; Character Counts curriculum; and an experienced and team-oriented staff dedicated to serving students, families, and the larger school community. Our exemplary staff works closely with the Solvang Arts and Music educational foundation, Parent Teacher Organization, English Learner Advisory Committee, Special Education Consortium, and other committees to ensure that students' needs are met. Staff serve a diverse, yet unified group of about 600, TK-8th graders.

Solvang students thrive in school programs, as well as community programs. On any given weekend, Solvang students participate in rodeos, AYSO soccer, Santa Ynez Valley softball, baseball and football leagues, YMCA programs, church youth groups, community arts' programs, girl and boy scout programs, surfing, cycling, and motocross. Such programs and activities reflect the vast array of engaging opportunities in the Santa Ynez Valley and the value its citizens place on its youth.

Given all the school and community activities and staff and community support, it is no surprise that Solvang students are well on their way to success in high school, higher-ed learning and careers of their choice.

Learn more about Solvang School District: <https://www.solvangschool.org/>

THE BOARD OF EDUCATION

Bradley Hollister, President

Andreas Pyper, Clerk

Susie Durbiano, Member

John Wlnckler, Member

Erin Zivic, Member

The Solvang School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Solvang 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 28, 2022..

**Lead Consultant
Fred Van Leuven, Ed.D.**

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