



Information for Applicants for the Position of

SUPERINTENDENT **El Rancho Unified School District**

THE POSITION

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

PROFESSIONAL PROFILE

The El Rancho Unified School District seeks a superintendent who:

- Has a vision for the future of El Rancho and is goal-oriented
- Student-Centered with a commitment to excellence and innovation
- Supports and appreciates staff and is a team player
- Is a strategic thinker
- Is knowledgeable in Ed Code, finance, curriculum, and accountability
- Fosters creativity, collaboration, and critical thinking
- Knows 21st century education and is strong in technology
- Is a great communicator with the Board, the community, and the staff
- Is a strong instructional leader who will refocus the District on instruction
- Has a track record of establishing stability within school districts
- Has a strong background in finance, bond programs, and facilities
- Is visible on the El Rancho Unified classrooms and will interact with teachers and staff
- Will unify the District and establish interdependence and trust at all levels
- Is an active listener
- Uses performance measurements to lead change
- Is responsive to the needs of parents and will communicate with them
- Is a systems thinker and uses project management to lead
- Is aware of key issues facing school districts today
- Values, develops and expands a strong collaborative and healthy working relationship with Board of Education
- Has experience as a teacher, principal, and extensive central office administrator

PERSONAL PROFILE

The El Rancho Unified School District seeks a superintendent who:

- Is courageous and can make the tough decisions
- Is personable
- Is a continuous learner
- Is organized and detailed
- Is a servant leader
- Is humble, accountable and responsible
- Demonstrates empathy and compassion
- Possesses high trustworthiness, honesty, ethics, and integrity standards

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning
- 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 at least five years' experience as a central office administrator

- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Rich Thome Chavez, David Verdugo 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 letter of application
- A fully completed application form
- A resume
- Three professional references recommendation
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

The El Rancho Unified School District is located in Pico Rivera, California. This K-12 school district has home to 15 schools and 8,228 students.

The student body at the schools served by El Rancho Unified School District is 1.1% White, 0.4% Black, 0.9% Asian or Asian/Pacific Islander, 97.2% Hispanic/Latino, 0% American Indian or Alaska Native, and 0% Native Hawaiian/other Pacific Islander. In addition, 0.3% of students are two or more races, and 0% have not specified their race or ethnicity. Also, 48% of students are female, and 52% of students are male.

At schools in El Rancho Unified School District, 50.5% of students are eligible to participate in the federal free and reduced-price meal program and 24.4% of students are English language learners. 93.5 % of Teachers in El Rancho have 3 or more years' experience.

In El Rancho Unified School District, 43% of elementary students tested at or above the proficient level for reading, and 33% tested at or above that level for math. Also, 42% of middle school students tested at or above the proficient level for reading, and 27% tested at or above that level for math. And 36% of high school students tested at or above the proficient level for reading, and 31% tested at or above that level for math. The recent graduation rate is 86%.

68.9% of the El Rancho budget of \$122,328,000 comes from State Revenue, 24.4% from local revenue and 6.7% from federal revenue. The per-student expenditure is \$12,560.

THE COMMUNITY

Pico Rivera is a thriving community that offers opportunities to all who live, work, and relax in the city. Situated on the eastern edge of the Los Angeles basin and the southern edge of the area known as the San Gabriel Valley, Pico Rivera is approximately 13 miles southeast of downtown Los Angeles. Formed through the merging of two historic communities, Pico and Rivera, the city was officially incorporated in January 1958 as the 61st city in Los Angeles County. Originally an agricultural area, the community evolved into a residential and industrial area following the end of World War II. Pico Rivera is governed by a Council-Manager form of government. The voters of

Pico Rivera elect a five-member City Council, which in turn appoints a City Manager to carry out its policies and serve as the administrative head of the city organization

Within the city's nine square miles, more than 120 acres are devoted to recreational uses, including just under 100 acres of local parks. Find out more information about City Parks and Other Recreational Facilities. A variety of regional entertainment and sporting venues, along with beach and mountain areas, are located within easy driving distance. The local housing stock, seventy percent of which is owner-occupied, has been expanded in recent years with the addition of several newer housing developments.

Elementary and high school students in the community are served by the El Rancho Unified School District and the Montebello School District.

THE BOARD OF EDUCATION

Carolyn Castillo, President
Esther Mejia, Vice President
Arlene Perez, Clerk
Dr. Joseph Rivera, Member
Dr. Teresa L. Merino, Member

El Rancho Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the El Rancho Unified School District Superintendent position visit www.leadershipassociates.org/active-searches and select El Rancho Unified 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 April 29, 2022.

Consultants:
Rich Thome Chávez
David Verdugo
Sandy Sánchez Thorstenson

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

www.leadershipassociates.org

Phone: (530) 302-5112