



Information for Applicants for the Position of

## **SUPERINTENDENT** **Lompoc Unified School District**

### **THE POSITION**

The Board of Education of Lompoc Unified School District invites well qualified educational leaders to apply for the position of District Superintendent. This is a special opportunity for a successful leader to be part of a district and community on California's Central Coast that value the education of its children and provide a high-quality living environment with a strong sense of community. The District is closely connected to the Space Force Base at Vandenberg which provides a unique opportunity to create and sustain long-term partnerships that support student success.

### **PROFESSIONAL PROFILE**

Lompoc Unified School District seeks a superintendent who:

- Has a track record that demonstrates student academic and social emotional success is the focus of everyone's efforts
- Has been a classroom teacher, principal and executive cabinet leader, superintendent experience desirable
- Understands and values the culture of our District and community
- Provides consistent, focused and transparent communication to all
- Involves others in decision making, takes input and is responsive to the thinking of others
- Has experience working in a comparable school district with similar demographics
- Has demonstrated the ability to work collaboratively and effectively with the Board of Education
- Has a good understanding of K-12 budgets and state finances
- Has successful experience building the capacity of all staff
- Has successful experiences working collaboratively with labor groups
- Has a track record of success in building strong, consistent and coherent district-wide systems that support teaching and learning
- Will build partnerships and strong relationships with the city businesses and community support organizations
- Values the importance of maintaining a high degree of visibility in schools and the community at large
- Will work closely with the Board to build a strong and effective governance team

### **PERSONAL PROFILE**

Lompoc Unified School District seeks a superintendent who:

- Possesses strong interpersonal skills and is a "people person"
- Is a collaborative and transparent leader
- Possesses a good sense of humor
- Is a humble servant leader
- Is approachable
- Is a person of great integrity
- Is consistent and articulate in all communications
- Is an excellent listener
- Is a problem solver
- Is highly visible and accessible to staff and the community
- Values diversity and inclusion and is respectful to all

- Holds self and others accountable
- Is supportive of site-based leaders and appreciates the important leadership role they play in the success of the District and the students it serves
- Will make a long term, personal commitment to Lompoc

### **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 Jim Brown, Dennis Smith, Ed.D. and Sally Frazier, Ed.D. 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 & COMMUNITY**

Lompoc is located 150 miles northwest of Los Angeles in Santa Barbara County. Lompoc is the support city for Vandenberg Air Force Base, the aerospace center of the West Coast. There is a diverse labor base in Lompoc, although agriculture, mining, oil development and aerospace are major categories in the area.

Lompoc Unified School District is the largest employer with Lompoc Valley Medical Center and the Lompoc Federal Correctional Complex coming in 2nd and 3rd.

Lompoc Unified School District serves approximately 9,600 TK-12 students. The District offers a wide range of programs for students. There are opportunity classes at the middle and high school levels and there are specialists at all levels who provide support for multilingual students, migrant students, gifted and students with special needs. The District also offers a K-8 Dual Language Immersion pathway that will expand to the high school level in coming years. LUSD is proud of its dedicated administrative, teaching and support staff, involved families, community partnerships, equity work, and high graduation rates.

The District consists of nine elementary schools, two middle schools, two comprehensive high schools, one alternative high school, one community day school, one independent study, one charter school and an adult education program. A demographic study reveals that 15% of students are English learners, 66% of families are considered socio-economically disadvantaged and LCFF unduplicated count is 68%. 0/8% of our population is foster youth.

The Lompoc Unified School District Mission Statement "The Board of Education is committed to district-wide actions which lead students to develop the skills, knowledge and character traits necessary to become responsible, thriving and contributing members of society " is the foundational principle that guide and direct the work and the culture in Lompoc Unified School District.

## THE BOARD OF EDUCATION

Nancy Schuler-Jones, President  
Steve Straight, Vice President  
Janet Blevins, Clerk  
Tom Blanco, Member  
William "Franky" Caldeira, Member

*Lompoc Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS

To request application materials for the Lompoc Unified School District Superintendent position visit [www.leadershipassociates.org/active-searches](http://www.leadershipassociates.org/active-searches) and select Lompoc Unified School District.

For other inquires contact Penny Pyle, Executive Assistant, at [ppyle@leadershipassociates.org](mailto:ppyle@leadershipassociates.org).

**Applications must be completed and returned via email by 5:00 P.M. October 27, 2022**

**Consultants:**  
**Jim Brown**  
**Dennis Smith, Ed.D.**  
**Sally Frazier, Ed.D.**

**Leadership Associates**  
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