

SUPERINTENDENT
PIEDMONT UNIFIED SCHOOL DISTRICT

THE POSITION

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

- Has a proven track record of growing academic achievement for all students, including special needs children
- Is a strong innovative instructional leader who will accelerate student achievement
- Will bring the entire community together toward a strong vision of learning experiences for students
- Will champion the DEI implementation in the district
- Has experience in overseeing district level finances
- Will place the highest priority on safe inclusive environments for students and staff
- Has strong human relations skills and has strong interpersonal relationships
- Has experience as a teacher, site principal, and district-level executive leader (such as an assistant superintendent or superintendent)
- Is able to build the systems, structures, and processes which support student success
- Has excellent record of effective communication (writing, speaking, listening) with students, staff, and the community
- Will honor the work and grow the relationships with existing and potential community partners
- Has an ability to build the capacity of all staff to perform at high levels.

PERSONAL PROFILE

The Piedmont Unified School District seeks a superintendent who:

- Has strong communication skills
- Is visionary and an innovator
- Holds themselves and others accountable
- Is reflective and self-aware
- Collaborative, empathetic and a good listener
- Is a consensus builder
- Is accessible and engaged with all stakeholders
- Is able to work with an active and engaged community
- Values the importance of gaining different perspectives prior to making important decisions
- Has worked in a positive and collaborative manner with all bargaining units
- Is personable and approachable with a sense of humor
- Will build on the strengths of the Piedmont School District to address the challenges which lie ahead

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in a California district
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Experience in labor union negotiations and interest-based bargaining
- The ability to develop and operationalize systems for organizational effectiveness
- Experience working with DEBI initiatives
- Knowledgeable of instructional best practices
- Experienced in leveraging community partnerships and resources

SELECTION PROCESS

The Board of Education has retained consultants Dr. Eric Andrew and Dr. Jacqueline Horejs 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

"Students Come First" in the Piedmont Schools. Located in the East Bay Hills, Piedmont is a small, residential community surrounded on all sides by the city of Oakland. Educators work hard to provide all students with a comprehensive, rigorous and relevant K-12 curriculum. Parent participation in classrooms, on field trips, on boards and committees is very high. Residents demonstrate their commitment to education in a variety of ways, **including long-time support of** a parcel tax contributing approximately \$13.0 million, plus the Education Foundation donations of more than \$3 million which combined account for nearly one third of the district budget, yearly.

The Piedmont Unified School District strives to provide a stimulating educational environment for approximately 2,500 students. The student population has become increasingly diverse and includes 13.6 percent who are Asian American/Pacific Islander/Filipino, 7.7 percent Hispanic, 1.3 percent African American, 59.2 percent White, and 18.3 percent Two or More Races. On California Standards Tests (CST) and STAR, PUSD is among the highest-ranking unified school districts in the State, and over 95 percent of Piedmont Unified School District graduates pursue a college education.

A team of over 360 highly experienced and dedicated teachers, support staff, and administrators work with students at six school sites: three elementary schools, one middle school, one traditional high school, and one alternative high school. The district also includes an adult school that shares space with the district schools for evening and weekend classes.

THE BOARD OF EDUCATION

Cory Smegal, Board President
Megan Pillsbury, Vice President
Veronica Anderson Thigpen, Board Member
Hilary Cooper, Board Member
Amal Smith, Board Member

The Piedmont Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Piedmont Unified School District 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 January 16, 2023.

Consultants:

Dr. Eric Andrew

Dr. Jacqueline Horejs

Leadership Associates

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Glendora, CA 91741

www.leadershipassociates.org

For general information, contact:

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