



## Information for Applicants for the Position of

### **SUPERINTENDENT** **ABC Unified School District**

#### **THE POSITION**

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

#### **PROFESSIONAL PROFILE**

ABC Unified School District seeks a superintendent who:

- 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 record of success in providing the academic and social/emotional support systems to help our students and staff reach their full potential
- Has experience in establishing effective systems and structures around equity, diversity and inclusion to improve the educational experiences of all students
- Is capable of building a strong and successful district-wide culture of teamwork, trust, transparency and honesty
- Has a track record of demonstrating strong and effective communication skills (writing, listening and speaking)
- Has experience working with employee bargaining units and has demonstrated positive working relationships and productive negotiations with said bargaining units
- Will provide effective oversight of our District's financial, business and operations
- Is politically astute
- Will make a long-term commitment to the District
- Will work closely with site administration to enhance and build academic success, and commit to research-based best practices
- Has experience establishing systems and strategies to make decisive decisions, problem solve, and effectively collaborate with all stakeholders in that process
- Has successful experience as a teacher, site administrator and district office leader
- Is someone who understands and appreciates the rich history and culture of ABC Unified School District
- Has strong experience with budget, finance, and state funding and can marshal fiscal resources in support of the District's vision for student learning

#### **PERSONAL PROFILE**

ABC Unified School District seeks a superintendent who:

- Is approachable, accessible, and highly visible in the community, at school sites, in the classroom and throughout the school district
- Is a person of great personal and professional integrity
- Is culturally competent
- Values collaborative working relationships with all stakeholders
- Has compassion and empathy for others but can also hold people accountable
- Values the importance of innovation and creativity in order to enhance our strengths and address our challenges

#### **DESIRED EDUCATION/EXPERIENCE**

- An educator with K-12 experience in California

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- 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 Peggy Lynch, Ed.D. and David Verdugo, 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

In 1965 Artesia, Bloomfield, and Carmenita School Districts unified and became known as the ABC Unified School District.

The ABC Unified School District is representative of urban school districts throughout the United States. The community served by ABC Unified School District includes the cities of Artesia, Cerritos, and Hawaiian Gardens, as well as portions of Lakewood, Long Beach, and Norwalk.

Located in an attractive suburb on the southeast edge of Los Angeles County, the District is within easy driving distance to the major Southern California attractions, airports, and universities. The District is approximately 15 miles from beautiful Pacific Ocean beaches and within two hours of local mountains. The ethnically and economically diverse community is strongly supportive of ABC schools.

The ABC Unified School District is known throughout the State of California as a leader in educational planning and innovation. The District has received county, state, and national recognition for outstanding programs in counseling, alternative education, staff development, and labor relations.

Staff members have been selected to participate on state, and national educational committees and have been invited to make presentations at national, state, and local conferences. Students have been recognized as National Merit scholars, academic decathlon

winners, and participants in the Model United Nations program. Approximately 85 percent of the graduating students go on to higher education.

Ongoing partnerships with the community college, regional occupational program, state universities, and local businesses are an integral part of the District's planning process for educational improvement. An atmosphere of participative management prevails, with teachers, administrators, and the community working together to build strong, quality programs.

Other noteworthy programs include magnet schools, independent study, adult education, extensive extra-curricular programs, and a university prep school. Strong support services have resulted in recently modernized schools and an innovative technology department. Programs for special education students, gifted and talented students, and limited or non-English speaking students are offered, as well as a variety of independent study, vocational education, and advanced placement courses.

The ABC Unified School District is governed by a seven-member Board of Education and includes nineteen elementary schools, five middle schools, three comprehensive high schools, a college prep 7-12 school, a continuation high school, infant/children centers, extended-day care, and adult school. The diverse ethnicity of the community is reflected in the K-12 population, which is American Indian/Alaskan Native, Asian, African American, Filipino, Hispanic, Pacific Islander, Portuguese, and White.

## THE BOARD OF EDUCATION

Brad Beach, President  
Sophia Tse, Vice President  
Ernie Nishii, Clerk  
Chris Apodaca, Member  
Michael Eugenio, Member  
Olga Rios, Member  
Soo You, Member

*ABC Unified School District is an equal-opportunity employer.*

## APPLICATION PROCESS

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

For other inquiries 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. on March 6, 2023.**

**Consultants:**  
**Peggy Lynch, Ed.D.**  
**David Verdugo, Ed.D.**

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

[www.leadershipassociates.org](http://www.leadershipassociates.org)  
Phone: (530) 302-5112