



**BEVERLY HILLS**  
UNIFIED SCHOOL DISTRICT  
EDUCATION REIMAGINED

## **BHUSD ANNOUNCES HIGH SCHOOL PRINCIPAL VACANCY**

### **THE POSITION**

The Governing Board of the Beverly Hills Unified School District is seeking a visionary educational leader with superior interpersonal and communication skills who will demonstrate an open, collaborative, and inclusive management style.

The ideal candidate will be someone experienced in high school level education and operations, and who will lead the school to the next level of achievement, while embracing and supporting all that has been done.

The new Beverly Hills High School Principal will be highly visible and active in the District, as well as in the Beverly Hills community. The new principal will also have the desire and ability to foster strong, cooperative relationships with all stakeholders. The person selected for this position will be someone of the highest integrity, who will work hard to maintain a culture of trust, respect, and success.

### **PROFESSIONAL QUALIFICATIONS**

The school principal is the educational leader of the school and assumes the responsibility of promoting safety, providing equity and access to the curriculum, expecting academic success for all students, and allocating and managing resources to support instruction.

- Successful teaching experience (high school preferred)
- Proven administrative experience (high school preferred with California Administrative Services Credential)
- Record of success working collaboratively with faculty and staff to increase the academic achievement of all students
- History of ability to work well with a variety of individuals and groups (school board, cabinet, teachers, other school employees, students, parents, community members, etc.)
- Understanding of, and experience with, the latest advances in technology to optimize 21<sup>st</sup> Century teaching and learning

- Social media experience using various platforms to communicate with the public, including Twitter, Instagram, Facebook.

## THE DISTRICT AND SCHOOL

The Beverly Hills Unified School District consists of three TK-5 Elementary Schools, one 6-8 Middle School and one 9-12 High School. The TK-12 enrollment is approximately 3,300 students. The district employs approximately 320 certificated and 234 classified personnel. The staff is extremely dedicated and highly qualified.

BHUSD is recognized nationally as a leader in education. Students have consistently scored far above national averages on standardized achievement tests. We are a small school District with about 1200 students at BHHS in grades 9 through 12 and 110 employees. We offer over 44 electives to our BHHS students and over 80 clubs. The academic program is rigorous and this compliments our extensive pathway offerings. We are a 1:1 device District that provides innumerable opportunities for our students to access cutting-edge technological educational offerings.

## PROFESSIONAL RESPONSIBILITIES

### **Vision of Academic Success for All**

- Deepens understanding of standards and engages faculty, students, parents, and community members to understand the standards and the vision of academic success aligned to college- and career-readiness.
- Meets one-on-one, in teams, and as a whole faculty to reinforce high expectations for students and staff, develop plans to achieve the visions and standards, review with evidence progress toward the goals, and identify exemplars of the vision in action and barriers to it.
- Challenges beliefs and practices that interfere with achieving the vision.
- Demonstrates through daily decisions and actions that the school's priority is academic success for every student.
- Serves as the cheerleader, coach, and standard bearer for the vision.
- Functions collaboratively with the Instructional Leadership Team (ILT) to assess school needs, develop a meaningful School Improvement Plan, and introduce those changes in school programs that will result in achievement of school performance objectives and other District goals.
- Monitors the implementation of effective instruction to meet the needs of all students.
- Monitors the implementation of cultural competence, diversity, equity, and inclusion within the instructional practices at the school center.

## **Climate**

- Creates time within the school day for professional learning and collaboration amongst teachers and resource staff and facilitates and leads professional learning focused on content, instruction, and pedagogical content knowledge.
- Be present in classrooms and learning communities frequently to lend support to teachers and keeps abreast of their professional learning and instructional needs.
- Creates school-wide and team norms and expectations for collective responsibility for student success.
- Develops staff's capacity to collaborate effectively about standards and effective instruction.
- Celebrates success as well as opportunities for growth.
- Eliminates barriers and distractions that interfere with effective teaching and learning.
- Provides a clean, safe and nurturing school environment.
- Builds a culture of pride, trust, and respect.
- Implements and monitors an effective approach to bullying prevention.
- Aligns new and existing community and parent partnerships.

## **Cultivating Leadership**

- Focuses the administrative and school leadership teams' work on implementation of standards and reformed instruction.
- Advocates, selects, develops, and supports teacher leaders to expand instructional leadership and job-embedded professional learning in the school.
- Provides professional learning for teacher leaders to ensure they have the knowledge, skills, and dispositions to fulfill their responsibilities as facilitators of learning among peers, have deep understanding of content and standards, instructional credibility, and professional respect and trust.
- Sets expectations for staff for engaging with teacher leaders in ongoing efforts to improve instruction and student learning.
- Provides ongoing coaching with constructive feedback to teachers.

## **Improving Instruction**

- Develops deep understanding of standards and requisite classroom curriculum and instruction to achieve the standards.
- Sets clear goals with individuals, teams, and the whole faculty for student achievement and effective instruction aligned with the vision for academic success aligned to the new standards.
- Provides intellectually stimulating individual, team, and school-wide professional learning focused on meeting the vision for academic success aligned with standards as a routine part of teachers' workday.
- Engages teachers in visiting one another's classrooms to promote transparency and shared expertise and to increase consistency in expectations and learning opportunities across classrooms, subjects, and grade levels.
- Quickly and proactively addresses problems in instruction and student learning.

- Visits classrooms to support and monitor instruction and provides frequent constructive feedback to individuals, teams, and whole faculty on progress toward those goals.
- Monitors and improves instruction.

### **People, Data, and Processes**

- Hires and retains highly qualified and effective employees.
- Hires teachers with deep content knowledge, competence in pedagogy, and understanding of pedagogical content knowledge; provides intensive mentoring to new staff members to bring them up-to-date with other staff to prevent gaps in student learning.
- Taps the expertise of teachers who have solved persistent instructional problems and supports sharing of these practices and ongoing inquiry among staff.
- Uses data to inform decisions and instruction, professional learning, performance, and student learning.
- Analyzes the scope of change required within their school and classrooms to select and implement appropriate leadership practices to improve instruction and student learning.
- Reflects on competing priorities and focuses attention on those that will have the greatest leverage in improving instruction and learning while simultaneously working with colleagues and supervisors to eliminate or diminish those that interfere with instructional leadership.
- Collaborates with peers, staff, and supervisors to clarify priorities for student and staff learning.
- Manages and supervises the school's financial resources, including the preparation of the school's budget, the monitoring of internal accounts, and the review and approval of purchases and payments for all goods and services received.
- Maintains appropriate records related to pupil attendance, instructional and non-instructional school-based personnel, and property inventories and ensures the accuracy and timeliness of all school reports.
- Provides effective communications with and seeks input from parents, teachers, students and the community via systematic processes.
- Coordinates community activities relevant to the school within the school area.
- Keeps fully abreast of and diligently enforces appropriate federal, state, and local statutes; and complies with audit requirements, School Board policies and administrative directives.
- Monitors systemic customer service.

### **Additional Job Functions:**

- Follows adopted policies and procedures in accordance with School Board priorities.
- Conducts oneself in the best interest of students, in accordance with the highest traditions of public education and in support of the District's Mission Statement.
- Performs other duties as assigned.

**Salary:**

Regionally competitive, but a base salary of no less than \$185,000, in addition to an excellent benefit package in a 12 month administrative contract commencing July 1, 2023.

**Beverly Hills Unified School District is an Equal Opportunity Employer.**

**DEADLINE FOR APPLICATIONS Friday, April 7, 2023 (5:00 p.m.)**

## → PROFESSIONAL QUALIFICATIONS



The following criteria will be considered to identify candidates to be selected for an interview.

- Successful teaching experience (high school preferred).
- Proven administrative experience (high school preferred with California Administrative Services Credential).
- Record of success working collaboratively with faculty and staff to increase the academic achievement of all students.
- History of ability to work well with a variety of individuals and groups (school board, cabinet, teachers, other school employees, students, parents, community members).
- Understanding of, and experience with, the latest advances in technology to optimize 21st Century teaching and learning.
- Social media experience using various platforms to communicate with the public, including Twitter, Instagram, Facebook.

## → PROFESSIONAL RESPONSIBILITIES



A leader who is active and visible in the District and the community is paramount.

- Deepens understanding of standards and engages faculty, students, parents, and community members to understand the standards and the vision of academic success aligned to college- and career-readiness.
- Meets one-on-one, in teams, and as a whole faculty to reinforce high expectations for students and staff, develop plans to achieve the visions and standards, review with evidence progress toward the goals, and identify exemplars of the vision in action and barriers to it.
- Challenges beliefs and practices that interfere with achieving the vision.

## → APPLICATION PROCESS

- All applications must be submitted via Edjoin at [bhUSD.org/apply/](https://bhUSD.org/apply/).
- Regionally competitive, base salary of no less than \$185,000, in addition to an excellent benefit package in a 12 month contract commencing July 1, 2023.
- Questions should be directed to: Dr. Michael Bregy, Superintendent [mbregy@bhUSD.org](mailto:mbregy@bhUSD.org).



**BEVERLY HILLS**  
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EDUCATION REIMAGINED



# BEVERLY HILLS UNIFIED SCHOOL DISTRICT SEEKS HIGH SCHOOL PRINCIPAL

The Board of Education for the Beverly Hills Unified School District is seeking a visionary leader with exceptional communication skills who will guide the High School with a collaborative and inclusive approach. The ideal candidate will have experience in High School Education, with a significant instructional, operational and strategic focus. They must be able to implement the recently adopted District Strategic Plan, weaving our values and goals into measurable outcomes.

Maintaining and building the previously fostered community relationships is of critical importance. The BHUSD community spans students, staff, families, alumni, and wider community members. Beverly Hills is located in Southern California. Beverly Hills is a small city that collectively shares our expectations of meeting our highly engaged community with an approachable, innovative pedagogical disposition.

At BHUSD, we are truly reimagining education and we expect our school leaders to do the same. The Beverly Hills Unified School District consists of three TK-5 Elementary Schools, one 6-8 Middle School, and one 9-12 High School. The TK-12 enrollment is approximately 3,300 students. We are a small school District with about 1230 students at BHHS in grades 9 through 12 and 150 employees. We offer over 65 electives to our BHHS students and 100 clubs. The academic program is rigorous and this compliments our extensive pathway offerings seen here - [bhhs.bhUSD.org/pathways/](https://bhhs.bhUSD.org/pathways/). We are a 1:1 device District that provides innumerable opportunities for our students to access cutting-edge technological educational offerings.

The support you will have in leading our High School is second to none. From the Board of Education, Superintendent, Cabinet, Leadership team, employees, BHHS PTSA, and the Beverly Hills Education Foundation, you will be hard-pressed to find a more tight-knit community.