



Information for Applicants for the Position of

SUPERINTENDENT GILROY UNIFIED SCHOOL DISTRICT

THE POSITION

The Board of Education of the Gilroy Unified School District invites highly qualified, energetic educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates. The Board desires a candidate who will be highly engaged in school and community activities and events and will give strong consideration to living in the district.

PROFESSIONAL PROFILE

The Gilroy Unified School District seeks a superintendent who:

- Puts students first and students' needs at the forefront of all decisions
- Has a proven track record of growing academic achievement all students, including special needs children, second language learners, and children of extreme poverty
- Has experience in executive cabinet level position (assistant superintendent or superintendent)
- Has experience in transformational and school turnaround
- Will place the highest priority on safe environments for students and staff
- Brings the entire Community together towards a strong vision of student achievement
- Has strong human relation skills and is a people person
- Is accessible and approachable to staff and parents
- Can effectively communicate with all stakeholders
- Understands and values a small close knit community
- Has sound fiscal management skills and acumen
- Has proven success in working with labor groups
- Has a genuine commitment to social justice and equity
- Values and works to increase parent engagement
- Has experience in recruiting and retaining qualified staff
- Has good organizational and management skills
- Follows through on all commitments
- Is able to make tough decisions under pressure
- Has experience in a district with similar demographics
- Has experience with and values CTE programs
- Collaborates with community based organizations
- Is culturally responsive
- Builds and supports a strong leadership team

PERSONAL PROFILE

The Gilroy Unified School District seeks a superintendent who:

- Is empathetic; a good and active listener
- Is accountable and holds others accountable
- Has strong communication skills
- Is equity-minded
- Builds consensus among diverse groups and perspectives
- Is honest and has integrity
- Expresses and shows genuine care for the students and the staff
- Has a collaborative leadership style
- Has good listening skills and will listen to and hear all stakeholders
- Is passionate about the work and supportive of staff
- Has a transparent leadership style
- Is calm under pressure
- Views the job as a long term commitment to the District and community
- Is open minded and supportive of staff
- Is community minded
- Is inspirational and motivational
- Is passionate about and energetic for the work

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning
- An educator with TK-12 experiences in California
- A strong fiscal background and understanding of the budget and school district finance
- A record of focusing on all students and improving achievement in a diverse community
- Experience as a teacher, principal, experience as a central office administrator or superintendent
- Bilingual Spanish candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained consultants Sally Frazier, Ed.D. and Juan Garza 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

Gilroy Unified School District is located in the southernmost region of Santa Clara County. The surrounding Gilroy community has experienced growth in housing and industry. Known for its garlic fields, the agricultural areas that surround Gilroy provide a diverse array of agribusiness opportunities for its occupants. The town has also become home to commuters to Silicon Valley and San Jose.

The district's enrollment is currently 10,600 students, housed at 14 schools throughout the District. In addition, the District provides early childhood education opportunities to students at three preschool campuses, and offers an Adult Education program so that learners of all ages can meet their educational goals.

The many successes at GUSD are the result of district initiatives targeted towards achieving the goals defined by the Board of Education and the district's Local Control Accountability Plan (LCAP). One of the main goals of GUSD is to provide high quality instruction and 21st century learning opportunities to ensure college and career readiness for all students. Staff development days focus on teaching new practices and strategies to teachers to support the different needs of students and ensure that students have the skills necessary to be competitive in the workforce. An additional focus of professional development will be on social and emotional learning of students, as well as helping students remain connected to their school communities. At all three levels (elementary, middle and high), Academic Coaches and Instructional Specialists have supported teachers through modeling, coaching and curriculum development at each of our school sites.

The District offers exemplary and specialized programs such as the Sobrato Early Academic Language (SEAL) program which is offered at five elementary schools. Other signature District programs include the Dual Immersion program, GATE program, Biomedical Science Academy, Computer Science Academy, Future Farmers of America, and the Dr. TJ Owens Gilroy Early College Academy (GECA).

Schools in the Gilroy Unified School District have also been the recipients of a number of prestigious honors and awards over the last several years:

- In 2022, the Gilroy Unified School District was named a California Pivotal Practices District by the California Department of Education, and GECA was named a California Pivotal Practices School.

- In 2021, the Dr. TJ Owens Gilroy Early College Academy was named a National Blue Ribbon School by the US Department of Education. The National Blue Ribbon Schools Program recognizes public and private elementary, middle, and high schools based on their overall academic excellence or their progress in closing achievement gaps among student subgroups.
- Seven district schools have been recognized as California Distinguished Schools: GECA (2013 and 2019), Las Animas Elementary (2008), Rod Kelley Elementary (2018), Solorsano Middle (2007 and 2013), Glen View Elementary (1997) and Gilroy High School (1994 and 2009).
- Solorsano Middle School received the California Department of Education Gold Ribbon Award for their Restorative Justice Program as well as the federal Title I Academic Achieving School Award in 2007.
- Four other GUSD schools received the California Gold Ribbon Award: Las Animas Elementary in 2016, and GECA, Christopher High, and Brownell Middle in 2015.
- GECA, Gilroy High, Christopher High, Las Animas Elementary and Rod Kelley Elementary were all recognized as California Honor Roll schools in 2020.
- Rod Kelley Elementary also received the School of Excellence Award from the California Association for Bilingual Education (CABE) for its Dual Immersion Program (2017) and was named one of the top schools for underserved students by Innovate Public Schools in 2017, 2018 and 2019.
- Las Animas Elementary also received the CABE award for its Dual Immersion program in 2016.
- Gilroy High School's Biomedical Science Academy was the recipient of the Santa Clara County School Boards' Association Glenn W. Hoffman Exemplary Program Award in 2017; and,
- The District's Dual Immersion Program located at Las Animas Elementary, Rod Kelley Elementary, South Valley Middle and Gilroy High all received the California School Board Association's prestigious Golden Bell Award.

THE BOARD OF EDUCATION

Linda Piceno, President
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The Gilroy Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Gilroy Unified 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 March 22, 2023

Consultants:

Dr. Sally Frazier

Juan Garza

Leadership Associates

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For general information, contact:

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