



Information for Applicants for the Position of

SUPERINTENDENT

Fallbrook Union Elementary School District

THE POSITION

The Board of Education of Fallbrook Union Elementary School District invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

Fallbrook Union Elementary School District seeks a superintendent who:

- Has a proven track record of growing academic achievement for all students, including second language learners, challenging opportunities for gifted, effective programming for special needs children, and children of poverty
- Is a strong instructional leader who will maintain and improve the student achievement gains made in the District
- Will be highly visible at our schools and community events
- Will bring the entire community together toward a strong vision of student achievement
- Will place the highest priority on safe environments for students and staff
- Is experienced in addressing the needs of a socio-economically diverse and multi ethnic population; values the multicultural and diverse composition of the District
- Has a traditional educational experiential background including classroom teaching
- Is experienced in a district with a similar demographic as Fallbrook has a high percentage of Latino students
- Has ability to coach and develop potential leaders within the District, and create a strong, cohesive working team
- Knows California public schools' finances and issues
- Evidences advocacy and support of public schools
- Evidences a genuine commitment providing the resources, support and programs that enable every student to achieve their full potential
- Will be accessible to parents and staff

PERSONAL PROFILE

Fallbrook Union Elementary School District seeks a superintendent who:

- Is deeply passionate about the work of educating our children and youth
- Has a collaborative leadership style and allows for constituency voices in decision-making
- Is innovative and receptive to ideas/programs and approaches
- Is approachable and visible throughout the schools and in the community
- Is supportive of staff
- Is empathetic and a good listener
- Has a collaborative leadership style and allows for constituency voice in decision making
- Values and evidences a transparent leadership style
- Empathetic and a good listener
- Is a consensus builder
- Is accessible and engaged
- Is accountable
- Is courageous
- Is visionary
- Possesses strong communication skills
- Leads by example
- Bilingual Spanish/English is a plus

DESIRED EDUCATION/EXPERIENCE

- Is a leader with a demonstrated track record of high levels of involvement and communication with the non-English speaking parents and community
- Has experience as a district-level executive leader (such as assistant superintendent or superintendent)
- Has been a superintendent in a comparable district
- Has a track record of experience in working with diverse populations
- Is experienced in oversight of school district finances, budgets, and business management

SELECTION PROCESS

The Board of Education has retained Consultants Rich Thome Chávez and Peggy Lynch, 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.

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

The Fallbrook Union Elementary School District (FUESD) provides a kindergarten through eighth-grade education to students across nine school sites, including two schools located on Marine Corps Base Camp Pendleton. FUESD's 800 employees serve approximately 5,000 students in Grades TK-8. Located in northern San Diego County, FUESD provides a wide-ranging set of educational opportunities to a culturally diverse population of students. The District offers educational options for our families that include a Dual Language K-6 school of choice at Maie Ellis Elementary School, a TK-6 STEM-focused program at Fallbrook STEM Academy, and an Independent Study Program combined with our Virtual Academy for K-8 students. 75% of the District's student population represents unduplicated groups, including Hispanic (64%), white (27%), other ethnicities (9%), English learner (31%), Low Income (SED-75%), Students with Disabilities (SWD-15%) Foster youth (>1%), and Homeless (>1%).

Dedicated teachers, administrators, support staff and enhanced staffing that includes counselors, assistant principals, Literacy Coaches, Reading Intervention teachers and Innovation Lab teachers provide students with an exemplary educational experience that has resulted in district achievement that has traditionally scored above the state averages in both ELA and Mathematics prior to the suspension of the CAASPP Statewide assessment tool.

FUESD continues to be a model in fostering student and adult leadership through a close partnership with the Franklin Covey Corporation. FUESD has been recognized as a "Leader in Me" school district. ALL eight of our schools in the District have been recognized as "Lighthouse Schools,"

moreover, FUESD is the only District in the nation to have achieved this distinction. Because the District also values adult leadership and personal growth, we are proud to offer the 7 Habits of Highly Effective People training to all employees as they are hired, as well as regular updates for existing staff. Additionally, we will be offering the 7 Habits of Successful Families workshop at each of our schools this next year and a refresher Professional Development opportunity for all teachers regarding the tenets of the Leader in Me program and the research behind the effectiveness of the program. FUESD is the largest employer in Fallbrook with over 800 employees.

FUESD values the partnership between school and home and recognizes the importance of providing ongoing and relevant communication to our families.

THE COMMUNITY

Fallbrook is known for its rolling hills, rural charm and rich historical past. It was founded in 1869 and for decades agriculture was its primary industry. Fallbrook has been known as the "Avocado Capital of the World." Now, Fallbrook's diverse community, vibrant town center, and rural charm attract individuals and families from throughout Southern California. Its neighboring communities are Bonsall to the south, Pala to the east and Rainbow to the northeast. Most of the area is characterized by rolling hills covered in avocado and citrus orchards. However, as the topography changes, it creates natural buffers that separate Fallbrook from its neighbors. The Santa Margarita River crosses through the rugged terrain in the northern portion and the San Luis Rey River runs along the southern boundary that Fallbrook shares with Bonsall. The eastern portion is dominated by steep slopes. The busy and vibrant town center is located near the western boundary. The town surrounds a unique historical district that has become the focus of a current revitalization effort. Each spring, Fallbrook hosts the Avocado Festival, which is a showcase of the area's rich agricultural heritage. While olives were a significant crop in Fallbrook's early days, it is the immensely popular avocado that has become Fallbrook's trademark product.

THE BOARD OF EDUCATION

Stacey McRae, President
Mary McBride, Vice President
Ricardo Favela, Clerk
Suzanne Lundin, Member
Diane Sebalj, Member

Fallbrook Union Elementary School District is an equal-opportunity employer.

APPLICATION PROCESS

To request application materials for the Fallbrook Union Elementary School District Superintendent position visit www.leadershipassociates.org/active-searches and select Fallbrook Union Elementary School District.

For other inquiries contact Penny Pyle, Executive Assistant, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on Friday, April 21, 2023.

**Consultants:
Rich Thome Chávez and Peggy Lynch, Ed.D.**

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