



## Information for Applicants for the Position of

### **SUPERINTENDENT** **Ojai Unified School District**

#### **THE POSITION**

The Board of Education of the Ojai Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent. The District serves the City of Ojai and the larger Ojai Valley which is located between Ventura and Santa Barbara on California's Central Coast. Our new Superintendent will be familiar with life in a smaller rural community that has an economy based on agriculture, tourism, and professional/business services. The Superintendent must have a demonstrated record of success in improving achievement for a diverse student population along with strong financial and instructional management skills. Our Superintendent is also expected to be actively engaged in our community and committed to excellence, equity, diversity and inclusion. The Superintendent should also work collaboratively with the organizations representing our certificated and classified staff and maintain a high degree of visibility in our schools. Ojai values its lifestyle and diverse community and places a high degree of importance on a high-quality education for its children.

#### **PROFESSIONAL PROFILE**

Ojai Unified School District seeks a Superintendent who:

- Has a track record of success in improving student achievement K-12 for all student groups
- Is a strong instructional leader
- Has extensive knowledge of best practices in financial management and the ability to implement those practices
- Is a good problem solver and willing to address problems and challenges
- Will successfully address the challenges posed by declining enrollment
- Has a record of success in supporting the success of EL and special needs students
- Has excellent communication skills (speaking, writing, listening)
- Is able to develop and implement systems and practices that have a proven track record of success
- Is able to build bridges with our community and staff
- Understands the importance of developing and maintaining a positive culture based on collaboration, humility, and respect.

#### **PERSONAL PROFILE**

Ojai Unified School District seeks a Superintendent who:

- Has a high degree of integrity and credibility
- Values the importance of collaboration, equity, inclusion, diversity, and excellence.
- Is honest, open and transparent
- Will respond to concerns from Board, staff, students, and community directly and truthfully
- Will be an active, visible member of our community
- Is creative and innovation
- Is self-confident and humble - gives credit to others

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

- An educator with K-12 teaching and leadership experience and eligible for a California administrative credential
- A strong background in finance and instruction

- A track record of success in improving achievement for ALL students
- Experience in working with diverse student and adult populations
- A demonstrated commitment to the core values of equity, excellence, inclusion, and diversity
- A strong record of partnering with community groups
- Bilingual (desirable)
- familiarity with smaller communities

## SELECTION PROCESS

The Board of Education has retained consultants Jim Brown and Bill Banning 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. The approximate range is 200,000 to 230,000 and is negotiable. 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 COMMUNITY AND DISTRICT

The Ojai Unified School District is located in the Ojai Valley region of Ventura County, California. The District serves the city of Ojai, as well as several surrounding unincorporated communities.

As of August, 2023, the District will consist of one school focusing on early childhood education, two K-6 elementary schools, a junior-senior high school campus, and a continuation high school, an individualized independent study program, and an adult education program.

The District is committed to providing a high-quality education for its students, with a focus on developing critical thinking, creativity, and problem-solving skills. To support this mission, the District offers a range of academic programs, including Advanced Placement courses, International Baccalaureate programs, and a variety of electives including creative arts, dance, fine arts and CTE courses.

In addition to its academic programs, the District offers a range of extracurricular activities, including athletics, music, theater, dance, fine and creative arts, and community service. The District also has a strong commitment to environmental sustainability, with several schools participating in eco-friendly initiatives and programs.

Overall, the Ojai Unified School District is known for its strong community support, dedicated teachers, and commitment to providing a well-rounded education for all students.

Ojai is a small city in Ventura County, California, northwest of Los Angeles. Set in a valley in the Topatopa Mountains, the city has a village-like center dotted with art galleries and New Age

shops. Bordering the north, Los Padres National Forest is crisscrossed with meandering trails. Nearby Lake Casitas is another popular recreation area. Every year, the Ojai Music Festival features famed classical artists. Ojai's population is approximately 8,000 while the school district draws from the larger Ojai Valley consisting of approximately 25,000 residents. Ojai Unified serves 2,000 students.

## THE BOARD OF EDUCATION

Atticus Reyes, President  
Phil Moncharsh, Vice-President  
Dr. Jim Halverson, Member  
[Vacant, Member]  
[Vacant, Member]

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

## APPLICATION PROCESS

To request application materials for the Ojai Unified School District Superintendent position visit [www.leadershipassociates.org/active-searches](http://www.leadershipassociates.org/active-searches) and select Ojai 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 May 19, 2023**

**Consultants:**  
**Jim Brown**  
**Bill Banning**

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