



## Information for Applicants for the Position of

### **SUPERINTENDENT PARAMOUNT UNIFIED SCHOOL DISTRICT**

#### **THE POSITION**

The Board of Education of the Paramount Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

#### **PROFESSIONAL PROFILE**

The Paramount Unified School District seeks a superintendent who:

- Has strong communication skills
- Is accessible to parents, teachers and staff
- Will listen and be open to the opinions of others
- Has strong leadership skills and is a consensus builder
- Has demonstrated successful experience with a demographic such as ours
- Has very strong instructional skills and will lead us to accelerate student achievement, to include career-technical education
- Is a leader of leaders and is highly collaborative
- Is student-centered and will focus on students, not adult issues
- Has a strong passion for educating students
- Is a strong decision-maker
- Is equity-minded and will continue to support our equity systems
- Is engaged and highly visible at school sites and in classrooms
- Will support and understand the law and special education students
- Is a visionary, forward-thinking and innovative
- Will hold everyone accountable
- Will be able to accept a challenge and know that we have difficult situations
- Will continually provide data to the Board of Trustees
- Is strong on safety and will place high value on student safety, and take responsibility and action
- Is politically astute
- Can lead the District in addressing a future Bond Referendum
- Is capable of building a strong and successful district-wide culture of teamwork, trust, openness and honesty
- Has experience working with employee bargaining units and has demonstrated positive working relationships
- Has demonstrated the ability to work collaboratively and effectively with the Board of Education

#### **PERSONAL PROFILE**

The Paramount Unified School District seeks a superintendent who:

- Is a "people person"
- Is respectful to all individuals in the District
- Is a good listener
- Is courageous
- Possesses a high degree of integrity
- Is highly empathetic
- Is a strong "coach" to develop leadership within the District
- Is culturally competent
- Values the importance of continuous improvement

## DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and at least five years' experience as a central office administrator
- Bilingual candidates are invited to apply

## SELECTION PROCESS

The Board of Education has retained Consultants Rich Thome Chavez and Dr. David Verdugo 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. This approximate salary range is \$260,000 - \$290,000. A multi-year contract will be considered.

## APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of introduction
- A fully completed application form
- A resume
- Three current letters of recommendation (within the past twelve months)
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

## THE DISTRICT AND COMMUNITY

Paramount Unified School District serves approximately 13,000 students in eleven elementary schools, four middle schools, one comprehensive high school located on two sites, a continuation high school, and a STEM-themed high school. The student community serves 94% socioeconomically disadvantaged students, 25% English Learners and 0.5% Foster Youth. District initiatives and resources focus on providing personnel, professional development, and instructional technology to equip every student to be successful in preschool through high school and leave prepared for post-secondary careers and college. Resources, including content specialists, academic coaches, school counselors, social workers, college preparation programs and early childhood learning are used to meet students' academic and social-emotional needs.

Paramount Unified School District is located in urban Southern California and encompasses the city of Paramount and portions of the cities of Long Beach, Lakewood, South Gate and Bellflower. Once a dairy farming community, this area has become a residential, commercial and industrial center. Many manufacturing and distribution companies located in industrial parks call this part of Los Angeles "home". Within Paramount, major accomplishments have been achieved in residential areas.

The community features well-appointed housing areas, apartments and other single- and multiple family dwellings. Because of its achievements in creating a desirable living and working environment, Paramount has been awarded the prestigious "All American City" designation. The community's advantageous location makes it close to many Southern California attractions. Major entertainment venues, recreation areas, universities, shopping areas and transportation centers are only minutes away. Paramount's multi-ethnic community is strongly supportive of its school system. The city government, service organizations and businesses work in concert with the district to support and promote programs that focus on students' improved academic achievement and social and emotional growth. Hundreds of thousands of dollars are presented by various organizations to our high school seniors by way of scholarships.

## THE BOARD OF EDUCATION

Diane J. Martinez, President  
Eddie Cruz, Vice President/Clerk  
Alicia Anderson, Member  
Yesenia Cuarenta, Member  
Sonia De Leon, Member

*The Paramount Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Paramount Unified School District 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 July 17, 2023.**

### **Consultants:**

**Rich Thome Chavez**  
**David Verdugo, Ed.D.**

### **Leadership Associates**

449 W. Foothill Blvd., #427  
Glendora, CA 91741

[www.leadershipassociates.org](http://www.leadershipassociates.org)

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