



Information for Applicants for the Position of

**SUPERINTENDENT**  
**Edison School District**

**THE POSITION**

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

**PROFESSIONAL PROFILE**

Edison School District seeks a superintendent who:

- Has a genuine care for students and is passionate about their success
- Will bring the entire community together toward a strong, clear and inclusive vision of student achievement
- Has ability to inspire excellence, coach and develop potential leaders within the District, and create a strong, cohesive working team
- Is a strong instructional leader who will maintain and improve the student achievement gains made in the District
- Is a visible, hands-on leader who is involved at the school sites and in community events
- Fosters a collaborative environment and engages parents and the community in the education of their students
- Will place the highest priority on safe environments for students and staff
- Has strong human relations skills, is a "people person"
- Is responsive to the needs of students, staff and community
- Is willing to invest in the professional growth of all staff
- Is interested in managing the long-term growth of the district

**PERSONAL PROFILE**

Edison School District seeks a superintendent who:

- Is honest
- Is transparent and accountable
- Is empathetic and a good listener
- Is equity-minded
- Is collaborative and seeks to engage all educational partners
- Possesses strong communication skills
- Has strong human relations skills, is a "people person"
- Is accessible and engaged with the school sites and community
- Is a proactive problem-solver
- Is visionary

**DESIRED EDUCATION/EXPERIENCE**

- An educator with K-12 experience in California and a strong classroom background at various levels
- An educator with experience in site leadership roles and as a district-level executive leader
- A strong fiscal background and understanding of the budget <sup>[[L]]</sup><sub>[[SEP]]</sub>
- A record of focusing on students and improving achievement in a diverse community <sup>[[L]]</sup><sub>[[SEP]]</sub>
- A strong record of partnering with community groups

## SELECTION PROCESS

The Board of Education has retained Consultant Blanca G Cavazos, 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 is \$164,451-191,354 (2022-23 Salary Schedule) and based upon qualifications and experience. 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 12 months)
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

## THE DISTRICT

The Edison Elementary School District serves a diverse group of students in Pre-K-8th grades. The district is located in a rural area on the outskirts of Bakersfield. "The Mission of the Edison Elementary School District is to provide our students with rigorous, engaging, and meaningful instructional activities to positively affect the lives of the students we serve." The total student population is 1,150 students. The unduplicated count is 92%. The student population is 20% English Learners, 93% Socio-Economic Disadvantaged, and 1% Foster Youth. Ten percent of the students are classified as Special Education Students. The ethnicities of Edison ES students are: 81.6% Hispanic, 13.3% White/Caucasian, 2.5% Black/African American, 1.4% American Indian/Alaskan Native, and 1.2% Asian/Other.

The District has three school sites including, Edison Preschool, Orangewood Elementary School, and Edison Middle School. Edison Preschool is licensed for 152 students ages 2-6. Orangewood has an enrollment of 610 students in TK-4th Grades. Edison Middle School has an enrollment of 410 students in 5th-8th Grades. The District supports students and their families through the Community Services Center and the After School (ASES)/Expanded Learning Programs.

The district serves Unduplicated Students in both Core and Intervention Programs. Site Administrators and District Title I/EL Coordinators monitor the progress of English learners and socioeconomically-disadvantaged students in Intervention Programs. English learners receive both designated and integrated English Language Development Instruction. The progress of our Foster Youth and Homeless Students is monitored by our Site Administrators and our Director of Accountability and Academics. Behavior Intervention for Unduplicated Students is facilitated by our School Psychologists, our Site Administrators, and our Alternative Placement Instructors. Attendance Programs for Unduplicated Students are supervised by our Attendance Administrators and our School Resource Officer.

## THE COMMUNITY

The Edison School District comprises about 48 square miles, largely agricultural and oil land, and has considerable potential for housing developments. Growth is being enhanced by commercial and industrial developments in the area. In November 2022, the voters approved a \$3.4 million bond measure to modernize and upgrade outdated District facilities, construct new facilities

including joint-use fields, a community service center, a new school site and to qualify for state funding.

Edison is an unincorporated community west of the Tehachapi mountains of Kern County, CA and is located 7.5 miles east-southeast of downtown Bakersfield.

In 1902, the Edison Electric Company built a substation on the site. The Southern Pacific arrived at Wade in 1903 and changed the name to Edison. In 1928 oil was found nearby, and the Edison Oil Field gradually developed, peaking in the 1950s.

## THE BOARD OF EDUCATION

Allison Kitchen, President  
Toby Tootle, Member  
Robert Arreola, Member  
Israel Flores, Member  
Oscar Delgado, Member

*Edison School District is an equal opportunity employer.*

## APPLICATION PROCESS

To request application materials for the Edison School District Superintendent position visit [www.leadershipassociates.org/active-searches](http://www.leadershipassociates.org/active-searches) and select Edison 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 August 25, 2023.**

**Consultant:**  
**Blanca Cavazos, Ed.D.**

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