



Information for Applicants for the Position of
SUPERINTENDENT
PALM SPRINGS UNIFIED SCHOOL DISTRICT

THE POSITION

The Board of Education of the Palm Springs 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 Palm Springs Unified School District seeks a superintendent who:

- Has been a classroom teacher, principal and executive district level leader
- Has experience working in a comparable school district with similar demographics
- Has a proven track record of success in raising student achievement and closing the achievement gap
- Has demonstrated the ability to work collaboratively and effectively with the Board of Education
- Has a good understanding of school budgets and state finances
- Has a history of collaborative relations with unions
- Has successful experience building the capacity of all staff
- Has a track record of helping to build a coherent system that results in supportive, consistent and effective practices across the district
- Is a culturally competent and an "equity-minded" leader
- Will build partnerships and strong relationships with the city businesses and community support organizations

PERSONAL PROFILE

The Palm Springs Unified School District seeks a superintendent who:

- Possesses strong interpersonal skills and is a "people person"
- Possesses a collaborative spirit
- Is open, consistent and transparent in all communications
- Is visible and accessible to staff and the community
- Is an innovative thinker open to trying new ideas while sustaining ongoing and effective district initiatives and programs
- Is a genuine and authentic leader
- Is a person of great integrity
- Is a servant leader who can build trust with others
- Is a courageous leader able to make difficult decisions
- Is supportive of site-based leaders and appreciates the important leadership role they play in the success of the District and the students it serves

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 Dennis Smith, Ed.D., and Kent Bechler, Ph.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. This approximate salary range is \$270,000 - \$300,000.

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

The Palm Springs Unified School District is proud to be one of the finest of California's school districts. A team of over 2,000 outstanding employees is providing a quality education to students in Cathedral City, Desert Hot Springs, Palm Desert, Palm Springs, Rancho Mirage, Sky Valley, and Thousand Palms some of the fastest growing regions in California.

Currently, PSUSD has sixteen elementary schools, five middle schools, four comprehensive high schools, two continuation high schools, alternative education programs, headstart/state preschools, full-day headstart programs and childcare programs. In striving to meet the needs of a diverse student body, the District provides a wide array of programs, including special education, instruction for English Learners, Tech Prep, athletics, advanced placement, Title I, Career Technical Education (CTE) career pathways and California Partnership Academies (CPA), Gifted and Talented Education (GATE) a 24/7 laptop program, and many other services.

At Palm Springs Unified Schools, we are dedicated to reaching our mission: Students will graduate prepared and motivated to succeed in their choice of career and higher education and to contribute to the common good. We strongly believe that we must work in partnership with the students, parents and community to achieve this mission. After looking into our District, you will understand why we are proud to be members of PSUSD.

THE BOARD OF EDUCATION

John Gerardi, President
Sergio Espericueta, Clerk
Karen Cornett, Member
Madonna Gerrell, Member
Charlie E. Ervin, Jr., Member

The Palm Springs Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Palm Springs USD 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 September 28, 2023.

Consultants:

Dr. Dennis Smith
Dr. Kent Bechler

Leadership Associates

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www.leadershipassociates.org

For general information, contact:

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