



## Information for Applicants for the Position of

### **SUPERINTENDENT CULVER CITY UNIFIED SCHOOL DISTRICT**

#### **THE POSITION**

The Board of Education of the Culver City 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 Culver City Unified School District seeks a superintendent who:

- Can assume direction of a District that is rebuilding its leadership and work with the Board as it sets its new vision and strategies
- Is an excellent internal and external communicator
- Can manage the District and school administration and will support and coach them while holding them accountable
- Has experience as a Superintendent or similar experience
- Is committed to equity, inclusion, and diversity for all in the District and sees diversity as a strength
- Has a proven track record of narrowing achievement gaps and knows how to accelerate student achievement
- Is attuned to what our children need to be college and career ready
- Values our arts programs and our vision for educating the whole child
- Has a successful track record of strong service and compliance with special education
- Will be able to construct labor partnerships that are strong and effective
- Has the experience and the skill set to be able to improve staff morale
- Will prioritize being present here in the District, frequently visiting schools and classrooms to help us gain cohesion among the staff and with the community
- Will place a priority on rehabilitating facilities to improve staff working conditions and maximize our students' potential
- Has experience with running a Bond campaign and gaining community support
- Will regain the trust and confidence of the community
- Is aware that we have parents who are passionate about making Culver City Unified School District a world class school district
- Is aware of the tremendous potential that exists in the Culver City Unified School District with its unique resources
- Values transparency and is open to communicating issues responsively and fully to the community
- Has a track record of being highly communicative with and valuing the contributions of educational foundations
- Values the camaraderie of neighboring superintendents, especially in working with a SELPA

#### **PERSONAL PROFILE**

The Culver City Unified School District seeks a superintendent who:

- Is courageous as today's superintendent role is difficult
- Is a visionary and insightful leader
- Can lead with trust and act with the words that they speak.
- Is highly communicative with great transparency and knows how to get in front of communication
- Has the highest level of integrity
- Is open to all points of view

- Has strong ability to work with people and students with diverse backgrounds
- Is politically savvy
- Has a leadership personality and is a bridge builder, a cheerleader
- Is open to and respectful of student voice and opinion
- Is highly visible and accessible to the Board and the community

### 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
- Multilingual and multicultural candidates are invited to apply

### SELECTION PROCESS

The Board of Education has retained Consultants Rich Thome Chavez and David Verdugo, 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 negotiable based upon qualifications and experience.

### 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

Culver City Unified School District is a highly rated, public school district located in Culver City, CA with an enrollment of 6,876 students in grades K-12. The Mission of the Culver City Unified School District, a diverse haven of excellence, is to ensure that each student possesses the academic and personal skills necessary to achieve his/her highest potential as a valued, responsible member of society by providing challenging, personalized educational experiences in a safe, nurturing environment and by fostering a passion for teaching and learning with committed parent and community involvement. The District's Core Beliefs are:

- Each person deserves to be safe
- Everyone deserves to be treated with respect
- Honoring diversity makes us stronger
- Peace is worth pursuing
- The quality of life is determined by the harmony among emotional, physical, spiritual and intellectual pursuits
- Everyone has a right to a belief system

- Aesthetics is essential to life
- We are responsible for ourselves and accountable to each other
- Individuals have the right to express their views, opinions, and thoughts
- The sense of family and belonging is integral to our lives
- Everyone has the right to preserve his/her dignity
- Each person has the capacity for goodness

Culver City Unified School District takes their responsibility seriously and is committed to excellence for all students in what they call The 4 A's: Academics, Athletics, Activities, and The Arts. Taking a Whole Child approach, the Culver City USD vision is that 100% of their students graduate from high school with unlimited opportunities in college and career and are prepared to be successful in everything they endeavor to try.

## THE BOARD OF EDUCATION

Paula Amezola, President  
Kelly Kent, Vice President  
Triston Ezidore, Clerk  
Stephanie Loreda, Parliamentarian  
Brian Guerrero, Member

*The Culver City Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Culver City 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 November 1, 2023.**

**Consultants: Rich Thome Chavez and David Verdugo, Ed.D.**

### Leadership Associates

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