



Information for Applicants for the Position of

SUPERINTENDENT **Pajaro Valley Unified School District**

THE POSITION

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

PROFESSIONAL PROFILE

Pajaro Valley Unified School District seeks a superintendent who:

- Will place the highest priority on safe environments for students and staff
- Is a strong instructional leader who will maintain and improve the student achievement gains made in the District
- Will bring the entire community together toward a strong vision of student achievement with a focus on the whole child, whole family and whole community
- Will be accessible to students, families and staff
- Has strong human relations skills and is a "people person"
- Is the image of the District, an effective orator and consistent communicator with all education partners
- Believes all students should have the opportunity to learn at high levels and to be successful
- Is politically savvy and will advocate at the local, state and federal levels on behalf of the District
- Leads by example and prioritizes resources based on data and research
- Builds collaborative relationships with union partners
- Supports and values staff, student, family and education partners involvement in decision-making
- Values and maintains an accountable organization and organizational structure
- Evidences success as a proactive change agent

PERSONAL PROFILE

Pajaro Valley Unified School District seeks a superintendent who:

- Is an equity-minded leader
- Is empathetic and a good listener
- Has strong communication skills
- Will hold themselves and others accountable
- Is approachable and visible throughout the schools and in the community
- Has a collaborative leadership style and allows for constituency voice in decision-making
- Is innovative, progressive and receptive to ideas
- Is deeply passionate about the work and supportive of staff
- Values and evidences a transparent leadership style
- Values and actively seeks community, education partners and parent engagement

DESIRED EDUCATION/EXPERIENCE

- An educator and administrator 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
- A strong record of partnering with community groups
- Bilingual (desirable)

SELECTION PROCESS

The Board of Education has retained Consultants Eric Andrew, Ed.D. and 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 will be competitive and based upon qualifications and experience. The approximate range is \$225,000-\$250,000. 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 12 months)
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

Pajaro Valley Unified School District covers a 150 square mile, predominantly rural and agricultural area that includes the communities of Watsonville, Freedom, Interlaken, Amesti, Corralitos, La Selva Beach and Aptos in Santa Cruz County, and Pajaro and Las Lomas in the northern tip of Monterey County. The District serves over 16,000 students at sixteen elementary schools, six middle schools, three comprehensive high schools, seven charter and alternative schools, a virtual academy, and an adult education school. The majority (64%) of our students are or were at one time English learners, 82% are students in poverty, 17% receive special education services, 10% are classified as migrants, and 8% are without permanent housing. In addition, we have 64 foster youth.

Data examination and education partners feedback regularly inform an expanded definition of student success and fuel efforts that value innovation, rigor and joy, as students are prepared to be college, career and life-ready upon graduation. This forward momentum is supported by collaborative community partner organizations (non-profits, higher education partners, community service agencies, foundations and others) who serve as additional valued collaborators in this collective process.

Our Foundation: Pajaro Valley Unified School District's Vision, Goals and Core Values support and strengthen one another in a cycle that serves our mission to ensure that all high school students graduate college and career ready.

Our Vision: Through the high-quality learning environment, parent and community partnerships, quality staff and positive behavior supports, all students will be college and career ready upon high school graduation.

Our Core Values:

- High Expectations - Promote trust, belief and confidence among all students, staff, families and community.
- Equity - Assure that all students have equitable access to resources and supports to promote success and guarantee that "All means All".
- Integrity - Inspire honest, respectfulness and strong moral principles as demonstrated by our words and actions.

- Empowerment - Grow every day to become stronger and more confident to take ownership of who we are now and who we want to become.
- Sustained Excellence - Commit to using patience, grit and perseverance to consistently be our best selves.
- Innovation. Take calculated and creative risks and reflect on our words and actions to positively impact our students.

THE BOARD OF EDUCATION

Jennifer Holm, President
Georgia Acosta, Vice President/Clerk
Kimberly De Serpa, Member
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Ruby Romero-Maya, Student Member

Pajaro Valley Unified School District is an equal-opportunity employer.

APPLICATION PROCESS

To request application materials for the Pajaro Valley Unified School District Superintendent position visit www.leadershipassociates.org/active-searches and select Pajaro Valley Unified School District.

For other inquiries contact Penny Pyle, Executive Assistant, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on January 12, 2024.

Consultants:

Eric Andrew, Ed.D.

Blanca G Cavazos, Ed.D.

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