



Information for Applicants for the Position of

SUPERINTENDENT
VALLEJO CITY UNIFIED SCHOOL DISTRICT

THE POSITION

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

- Has a proven track record of growing academic achievement for all students, including special needs children, second language learners, and children experiencing poverty
- Has experience in California public education, either teaching and/or site administration
- Has experience in oversight of school district finances, budgets and business management
- 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
- Has experience in transformation and school turnaround
- Has experience as a district-level executive leader (such as assistant superintendent or superintendent) in a comparable district

PERSONAL PROFILE

The Vallejo City Unified School District seeks a superintendent who:

- Is a consensus builder who will bring the entire community together toward a strong vision of student achievement
- is visionary and Innovative
- Is courageous and equity-minded
- Has excellent communication skills; is empathetic, collaborative and a good listener
- Will be accessible and engaging to students, parents, staff, and community
- Will hold self and staff accountable to the students, parents, and community
- Will coach and develop potential leaders within the District, and create a strong, cohesive working team

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 Donald Evans, 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 salary range is \$275,000 - \$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 Vallejo City Unified School District, situated in the northeastern side of the San Francisco Bay Area in Solano County, is recognized for its exceptional diversity. While the City is surrounded by a wealth of resources, it has the lowest median per capita income of Solano County cities. Housing prices are increasing as families seek out affordable housing. Serving around 10,000 students from transitional kindergarten to twelfth grade, the district has a diverse ethnic makeup, comprising 51% Latino, 24% African American, 13% Filipino, and 12% other student groups including Asian, Native American, Pacific Islander, and White. Additionally, 26% of the students are English Language Learners, and approximately 82% of the student body is eligible for the Free and Reduced Lunch Program.

Vallejo City Unified School District is supported by a dedicated team of approximately 620 classified staff and 580 teachers who work tirelessly to provide students with an outstanding education. The district offers various educational options from which parents and students may choose. In addition to ten neighborhood elementary schools and a middle school, there are five, themed choice schools for students in kindergarten through 8th grade. These themed schools focus on areas such as environmental science, health and fitness, Expeditionary Learning, dual immersion, and student leadership. Additionally, the district offers a virtual instructional program for students who prefer to learn remotely. At the high school level, students have the opportunity to attend one of two comprehensive high schools or a continuation high school. These options ensure that students can pursue their education in a setting that best suits their individual needs and interests.

THE BOARD OF EDUCATION

Latyna Young, President
John Fox, Vice President
Christy Gardner, Member
Carlos Flores, Member
Glenn Amboy, Member

The Vallejo City Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Vallejo City Unified 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 February 16, 2024

Consultants: Donald Evans, Ed.D. and Blanca Cavazos, Ed.D.

Leadership Associates

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For general information, contact:

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