



## Information for Applicants for the Position of

### **SUPERINTENDENT** **San Ramon Valley Unified School District**

#### **THE POSITION**

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

#### **PROFESSIONAL PROFILE**

San Ramon Valley Unified School District seeks a superintendent who:

- Has been a classroom teacher, principal and executive cabinet leader, superintendent experience desirable
- Has experience working in a comparable school district
- Has demonstrated the ability to work collaboratively and effectively with the Board of Education
- Has a proven track record of recruiting and retaining high-quality staff and building the capacity of all team members
- Is a culturally competent and "equity-minded" leader
- Has demonstrated the ability to take in diverse viewpoints and find common ground
- Has experience initiating innovative practices and expanding CTE opportunities
- Has a history of developing lasting and positive relationships with labor partners

#### **PERSONAL PROFILE**

San Ramon Valley Unified School District seeks a superintendent who:

- Is committed to the *SRVUSD Purpose, Mission and Strategic Direction*
- Embraces innovation and futuristic thinking of "what is next"
- Believes in a collaborative Governance team and values the Board as true partners
- Is an excellent and effective communicator
- Is a student-centered leader who prioritizes student needs and interests in the decision-making process
- Is an empathetic, visible and accessible leader
- Possesses strong interpersonal skills and is a "people person"
- Is a collaborative, courageous and transparent leader

#### **DESIRED EDUCATION/EXPERIENCE**

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- Experience as a teacher, principal and at least three years' experience at the executive cabinet level. Superintendent experience desirable
- A strong fiscal background and understanding of state and local budgets [1]
- A record of focusing on students and innovative practices while improving achievement for all [1]
- A strong record of partnering with the board, staff community groups

#### **SELECTION PROCESS**

The Board of Education has retained Consultants Dennis Smith, Ph.D., Sally Frazier, Ed.D. and Jacki Horejs, 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 \$325,000 - \$405,000. 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

Located in the San Francisco Bay Area, San Ramon Valley Unified School District (SRVUSD) is one of the highest-achieving school districts in California. With approximately 29,000 students in preschool through 12th grade and adult transition, the district covers an 18 square-mile area and encompasses the communities of Alamo, Danville, San Ramon, and a small portion of Walnut Creek and Pleasanton.

SRVUSD has been recognized at state and national levels with many [awards and achievements](#). The district is designated by AASA, The School Superintendents Association, as a Learning 2025 Lighthouse District because it serves as a model of positive change in public education and is committed to the whole child.

SRVUSD's Board of Education approved a [Strategic Directions Plan](#) in February 2021. This visionary document was developed and adopted during the pandemic and guides all of SRVUSD's work to broaden the definition of success on a foundation of academic excellence so that all students can thrive. In other words, we want our students to be great students and happy, healthy human beings who can change the world.

Approximately 95% of the District's graduating seniors plan to attend college or university, and District students are accepted into the University of California and the California State University systems at rates far exceeding state averages. In addition to its designation as a Lighthouse District, SRVUSD has been recognized for its excellence through such honors as the coveted State Department of Education's Distinguished Schools Award (schools in the District have received this honor more than any other district in northern California), and through recognition by the U.S. Department of Education as National Blue Ribbon Schools. In the 2022-2023 school year, SRVUSD had more National Blue Ribbon Schools than any other district in the state or nation. SRVUSD has a wide range of state and federally-mandated special education programs. The District's special education programs are a model of inclusivity throughout the region.

District students are exposed to a rigorous, 21st-century, standards-based curriculum with a strong focus on the essential skills including language arts, mathematics, social studies and science. Strong physical education, health, world language, technology, and visual and performing arts programs are also offered. SRVUSD is committed to ensuring that students, parents and staff are fully prepared for a meaningful, innovative and rich learning experience for all students. Opportunities include a rigorous academic program, outstanding career and technical education options, and innovative elective courses. All students have opportunities to participate in a wide range of extracurricular activities. The District maintains graduation rates above 96%.

The District employs approximately 3,080 people, and hires about 350 employees each year. With an annual operating budget of over \$400 million, SRVUSD receives approximately \$20 million each year in parent/private donations and approximately \$6.9 million per year from a local parcel tax.

The District is proud of its highly trained, talented, and dedicated staff who put students first each and every day. The District is fortunate to have an involved, supportive, committed, and highly educated community, with approximately 31,000 amazing volunteers providing services across our school sites.

## STRATEGIC DIRECTIONS

SRVUSD's work is guided by the District's [Strategic Directions](#). This is critical for your review and is highly valued by the SRVUSD Board of Education and community.

## THE COMMUNITY

SRVUSD's main District office - the "Education Center," is located in Danville, California, the "Service Center," which houses maintenance, facilities and technology staff, is located in San Ramon, California.

The San Ramon Valley has long been considered one of the most desirable living areas in the Bay Area because of its scenic beauty, good climate, excellent schools and parks, and proximity to the Bay Area's major employment centers. The District is partnered closely with the City of San Ramon, Town of Danville, and Contra Costa County, meeting regularly with their staff and elected leaders throughout the school year. These partnerships allow for extensive community use agreements pertaining to school facilities, as well as critical programs like the School Resource Officer program which fosters active, appropriate involvement of local police agencies in District schools.

SRVUSD's Board Members and select District staff also actively engage in committees and boards that encompass other community members and/or elected officials from the San Ramon Valley. This includes the Facilities and Parcel Tax Oversight Committees, the TRAFFIX bus program, SRV Citizen Corps Council and Street Smarts Advisory Committee, as well as various district steering committees committed to LCAP development, Deep Learning and Innovation, Social Emotional Well-Being, Equity, Student Senate and more.

## THE BOARD OF EDUCATION

Laura Bratt, President  
Shelley Clark, Vice President  
Susanna Ordway, Clerk  
Rachel Hurd, Member  
Jesse vanZee, Member

*San Ramon Valley Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS

To request application materials for the San Ramon Valley Unified School District Superintendent position visit [www.leadershipassociates.org/active-searches](http://www.leadershipassociates.org/active-searches) and select San Ramon Valley Unified 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. April 3, 2024.**

**Consultants:**  
**Dennis Smith, Ph.D.**  
**Sally Frazier, Ed.D.**  
**Jacki Horejs, Ed.D.**

**Leadership Associates**

449 W. Foothill Blvd., #427  
Glendora, CA 91741

[www.leadershipassociates.org](http://www.leadershipassociates.org)

Phone: (530) 302-5112