



Information for Applicants for the Position of

SUPERINTENDENT OF SCHOOLS
San Diego County Office of Education

THE POSITION

The San Diego County Board of Education invites highly qualified educational leaders to apply for the County Superintendent of Schools position.

PROFESSIONAL PROFILE

The San Diego County Board of Education seeks a superintendent who:

- Has experience leading and supporting systems that are aligned with our North Star to ensure all students, especially our historically marginalized and students experiencing poverty, receive the premium education and support all students deserve;
- Has a demonstrated commitment to equity and a willingness to address systemic issues and barriers to student success with the goal of eliminating poverty;
- Prioritizes diversity, inclusion, and social justice;
- Understands trauma-informed care and is an advocate for restorative justice;
- Sees labor organizations as partners who are essential to a healthy working environment for all employees and values their perspectives;
- Is a collaborator who actively seeks and values the input of students, staff, parents, and diverse community partners and will bring the entire community together toward a strong vision of student achievement;
- Is politically savvy and demonstrates knowledge of the legislative process;
- Is dedicated to student success and committed to continuous learning and growth for all students, staff, and families;
- Has a demonstrated passion for supporting students' holistic development with an emphasis on student academic success and overall well-being;
- Has experience in oversight of school district finances, budgets, and business management;
- Is knowledgeable about outreach strategies and best practices for improving student and family engagement;
- Fosters, supports, and promotes community partnership opportunities;
- Is knowledgeable and supportive of court and community schools and prioritizes the needs of historically marginalized students;
- Is accessible, visible, and actively engaged at county office of education sites, in schools and classrooms throughout the county, and at various community and partner events;
- Has a clear vision for the organization;
- Will allocate resources to provide engaging and diverse educational experiences for students;
- Has experience as a district-level executive leader (such as an assistant superintendent or superintendent); and
- Is familiar with the local community, its needs, and resources.

PERSONAL PROFILE

The San Diego County Board of Education seeks a superintendent who:

- Is a human-centered leader;
- Is an effective communicator – orator, writer, and listener – with strong human relations skills;
- Demonstrates humility and servant leadership;
- Is an innovative thinker;

- Is transparent and fosters a culture of trust, collaboration, and accountability within the organization; and
- Has successful experience and embraces engaging with linguistically and culturally diverse communities.

DESIRED EDUCATION/EXPERIENCE

- An educational leader with K-12 district leadership experience
- 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 San Diego County Board of Education has retained Leadership Associates consultants Sandy Sánchez Thorstenson, Eric Andrew, Ed.D., and Blanca G. Cavazos, Ed.D. 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 San Diego County Office of Education. Board members reserve the right to visit the district/county office of education and communities of a candidate prior to a final decision.

SALARY AND CONTRACT

The salary will be competitive and based on qualifications and experience. The approximate range is \$335,711 – \$408,060. A multi-year contract will be considered.

APPLICATION REQUIREMENTS

To be considered, each candidate must provide:

- A letter of introduction
- A fully completed application form
- A résumé
- 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 SAN DIEGO COUNTY OFFICE OF EDUCATION

The San Diego County Office of Education (SDCOE) is committed to our North Star, our goal to disassemble structural poverty through transformational teaching and learning that provides a genuine sense of belonging for every student. Our priority is to raise the achievement of all students through the elimination of the opportunity gap that negatively impacts our students, especially those of color. We accomplish this through the delivery of culturally and linguistically responsive standards-driven instruction, courageous and advocacy-oriented leadership, and relevant professional learning.

SDCOE runs a variety of educational programs including:

- *Juvenile Court and Community Schools* serve approximately 1,000 students each year in 21 sites and classrooms throughout the county. The WASC-accredited program serves school-age youth who are either wards of the court, including those who are incarcerated or have been referred by social services, probation, or one of the 42 school districts in San Diego County. In addition, our educational services are provided to youth impacted by expulsion, incarceration, pregnancy/early parenting, foster care, chronic truancy, substance dependency, neglect, abuse, and homelessness.
- *Monarch School* is a K-12 public school serving the needs of children impacted by homelessness. The only school of its kind in the county, Monarch is a unique public-private partnership between SDCOE/JCCS and the nonprofit Monarch School Project, a 501(c)3

organization. SDCOE provides teachers and an accredited education, and the nonprofit supplements this program through academic and enrichment programs including an after-school program, expressive arts therapy, and counseling.

- *San Pasqual Academy* is a residential campus in Escondido that serves approximately 50 teens in foster care. It opened in 2001 and was the first school in the country to specifically serve this population. The school recently transitioned to a new in-home service provider that seeks to significantly expand the program.
- *Friendship School* serves as many as 50 students between the ages of 3 and 22 who are medically fragile and have multiple disabilities. The Imperial Beach campus is operated by SDCOE in affiliation with the South County Special Education Local Plan Area (SELPA).

Overall Juvenile Court and Community Schools (four CDS Codes)

Student Demographics (October 2022 Census Day)

Enrollment = 959

Students who are Low-Income (SED) = 94%, Students who are English Learners = 34%, Students in the Foster Care system = 8%, Students who are Homeless = 37%, Students with Disabilities (SWD) = 27%.

American Indian/Alaska Native = 0.4%, Asian = 0.5%, Black/African American = 11%, Filipino = 0.4%, Hispanic = 75%, Native Hawaiian/Other Pacific Islander = .2%, White = 7.4% Multiple = 3.6%, Missing = 0.6%.

School Enrollment (October 2022 Census Day)

- Friendship School = 33
- Monarch School = 265
- San Diego Community Schools = 437
- San Diego Court Schools = 185
- San Pasqual Academy = 39

SAN DIEGO COUNTY

San Diego boasts a citywide population of nearly 1.3 million residents and more than 3 million residents countywide. Within its borders of 4,200 sq. miles, San Diego County encompasses 18 incorporated cities and numerous other charming neighborhoods and communities, including downtown's historic Gaslamp Quarter, Little Italy, Coronado, La Jolla, Del Mar, Carlsbad, Escondido, La Mesa, Hillcrest, Barrio Logan, and Chula Vista to name a few. San Diego is renowned for its idyllic climate, 70 miles of pristine beaches, and a dazzling array of world-class family attractions. In San Diego's East County, the terrain varies from gentle foothills to mile-high mountains and the historic mining town, Julian, down to the 600,000-acre Anza-Borrego Desert State Park, offering endless opportunities to hike, camp, fish, observe wildlife, and much more.

In San Diego's North County, the agricultural community produces quantities of flowers and magnificent produce.

Along the west, 70 miles of Pacific Ocean coastline not only supports year-round outdoor recreation, such as surfing, boating, sailing and swimming, but also important scientific research at the Scripps Institution of Oceanography.

San Diego's arts and culture and culinary arts are booming. Balboa Park, the largest urban cultural park in the U.S., is home to the award-winning Old Globe theatre and the world-famous San Diego Zoo. San Diego County also features 92 golf courses and a variety of exciting participatory and spectator sports, a dynamic downtown district, annual special events and unique holiday offerings, multicultural festivals and celebrations, colorful neighborhoods and communities, a rich military history, and much more.

THE BOARD OF EDUCATION

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The San Diego County Office of Education is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the San Diego County Office of Education Superintendent position visit www.leadershipassociates.org/active-searches and select San Diego COE.

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

Applications must be completed and returned via email by 5 P.M., March 8, 2024.

Consultants:

Sandy Sánchez Thorstenson, Eric Andrew, Ed.D., and Blanca G Cavazos, Ed.D.

Leadership Associates

449 W. Foothill Blvd., #427

Glendora, CA 91741

www.leadershipassociates.org

Phone: (530) 302-5112