



Information for Applicants for the Position of

SUPERINTENDENT **Val Verde Unified School District**

THE POSITION

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

PROFESSIONAL PROFILE

Val Verde Unified School District seeks a superintendent who:

- Has been a classroom teacher, principal and executive cabinet member
- Has experience working in a comparable school district with similar demographics
- Has demonstrated the ability to work collaboratively and effectively with the Board of Education
- Has a good understanding of K-12 budgets, State finances and Bond Facility Referendums
- Has a strong instructional background and a track record of success in raising student achievement
- Is culturally competent and is an "equity-minded" leader
- Will foster communication district-wide to enhance coordinated services among the various departments and stakeholders throughout the district
- Values the role technology serves to improve student outcomes and improve the overall functionality of the District
- Has experience negotiating complicated bargaining agreements with multiple labor associations
- Has experience containing special education costs while maintaining quality of service
- Has successful experience building the capacity of all staff

PERSONAL PROFILE

Val Verde Unified School District seeks a superintendent who:

- Possesses strong interpersonal skills and is a "people person"
- Is highly visible and accessible to staff and the community
- Is supportive of site-based leaders and appreciates the important leadership role they play in the success of the district and the students and community they serve
- Is an innovative thinker open to trying new ideas while sustaining ongoing and effective district initiatives and programs
- Is a person of great integrity
- Is a genuine and authentic leader
- Is a courageous leader able to make difficult decisions
- Is politically astute
- Inspires a love of learning and promotes the value of family in the Val Verde Unified School District

DESIRED EDUCATION/EXPERIENCE

- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget ¹¹ _{SEP}
- A record of focusing on students and improving achievement in a diverse community ¹¹ _{SEP}
- A strong record of partnering with community groups
- Bilingual (desirable)
- Doctoral Degree (desirable)

SELECTION PROCESS

The Board of Education has retained Consultants Rich Thome Chávez and Dr. David Verdugo 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. A multi-year contract will be considered which is competitive and negotiable.

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 & COMMUNITY

Val Verde Unified School District is located at the heart of the Inland Empire and is a mixture of suburban and rural. The local economy includes large-scale logistic warehouses and trade manufacturing. The district consists of 12 elementary schools, 4 middle schools, 3 comprehensive high schools, 1 continuation high school, and 1 blended online school. The communities within the district's boundaries reflect the total spectrum of socioeconomic levels and many different backgrounds. In the 2022-2023 school year 88.8% of the district's 19,379 students were unduplicated, qualifying as low-income (87.9%), foster youth (1.0%), or English learner pupils (21.8%). The demographic breakdown of students is: American Indian: 0.2%; Asian: 1.5%; Pacific Islander: 0.2%; Filipino: 1.1%; Hispanic: 79.8%; African American: 11.0%; White: 3.7%; Two or More Races: 1.8%.

The district serves the students of our community by offering exceptional academic opportunities that are both rigorous and relevant. We persistently grow and adapt to meet the needs of our students and our community through the great initiatives and programs in the district.

Through a collaborative process that involved receiving input from representatives of all of our educational partners we have identified four areas on which we focus in order to ensure sustained academic progress:

- College and career readiness
- Family engagement
- Positive school environments
- Maintenance and modernization of school district facilities and technology

As we strengthen our effectiveness and efficiencies in these areas, we believe our school district will continue to increase student achievement that will continue to be recognized by many outside entities. The Val Verde Unified School District believes in an educational system committed to effective, lifelong learning and providing students with the tools and knowledge to become productive citizens of our democratic society; and, that the Val Verde Unified School District develops academic competency to prepare students to take part as fully franchised American citizens in a safe school environment. To accomplish this, we believe in strong leadership, the development of safe schools, and high expectations from all segments of the system. We believe

in actively engaged school/community partnerships with a viable accountability program to ensure success.

THE BOARD OF EDUCATION

Maria Kirkland, President
Erika Zamora, Vice President
Daniel Aquino, Clerk
Matthew Serafin, Member
Melinda Young, Member

Val Verde Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Val Verde Unified School District Superintendent position visit www.leadershipassociates.org/active-searches and select Val Verde 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 April 1, 2024.

Consultants:

**Rich Thome Chávez
David Verdugo, Ed.D.**

Leadership Associates

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

www.leadershipassociates.org

Phone: (530) 302-5112