



Information for Applicants for the Position of SUPERINTENDENT LIVE OAK SCHOOL DISTRICT

THE POSITION

The Board of Education of the Live Oak 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 Live Oak School District seeks a superintendent who:

- Has experience working in communities with the demographics and characteristics similar to those of the Live Oak School District
- Has successful experience as a teacher, site administrator and executive cabinet leader
- Has experience in establishing effective systems and structures around equity, diversity, and inclusion to improve the educational experiences of all students and staff
- Will provide effective oversight of our district's financial, business and operations
- Has a track record of success in providing the academic achievement and social/emotional support systems to help our students and staff reach their full potential
- Is capable of building a strong and successful district wide culture of teamwork, trust, openness, and honesty
- Has experience establishing systems and strategies to make decisive decisions, problem solve, and effectively collaborate with all stakeholders in that process
- Has a track record of demonstrating strong and effective communication skills (writing, listening, and speaking)
- Has demonstrated the ability to work collaboratively and effectively with the Board of Education
- Will foster district-wide strategies to enhance coordinated services among the various departments and stakeholders throughout the district
- Has experience containing special education costs while maintaining quality of service
- Values the role technology serves to improve student outcomes and improve overall functionality of the District
- Has experience working with employee bargaining units and has demonstrated positive working relationships
- Will engage, and empower all parents and stakeholders in the district and community
- Has demonstrated success and understands the needs of English Language Learners and can fully engage the support of parents and community members

PERSONAL PROFILE

The Live Oak School District seeks a superintendent who:

- Is a leader who can capture the Hearts and Minds of all stakeholders at all levels in order for the district to become more unified and meld everyone into a highly functioning team
- Possesses a high degree of personal and professional integrity
- Is approachable, accessible, and highly visible in the community, at school sites, in the classroom and throughout the district
- Is culturally competent
- Is transparent, honest, and forthright in working with our staff and community
- Values the importance of continuous improvement
- Will elevate and inspire others
- Is politically astute
- Inspires a love of learning and promotes the value of family in the Live Oak School District

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 Jacki Horejs, Ed.D. and David Verdugo, 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. This approximate range is \$175,000 - \$215,000.

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

Live Oak is a diverse community located in the heart of Santa Cruz County. It spans a 3.2 square mile area bordering Monterey Bay Coast and Highway 1.

Live Oak School District was established in 1872 and currently serves approximately 1,500 students in three elementary schools, one middle school, one K-8 independent charter school, and one alternative school. The student population is 50% Hispanic, 31% White, 19% Other, 30% English learner, and 60% Socioeconomically disadvantaged.

All three comprehensive elementary schools are California Gold Ribbon Schools for literacy. Live Oak Elementary School, Shoreline Middle School, and Tierra Pacifica Charter School were each named a California Distinguished School by the California Department of Education. In 2023, "California Schools to Watch" selected Shoreline Middle School as a middle school that is academically excellent, developmentally responsive, socially equitable, and has a culture of collaborative leadership.

Our mission is to empower, inspire and ensure equitable opportunities for every student to belong and thrive. We teach and nurture the whole child in an academically rigorous, collaborative, and innovative environment.

THE BOARD OF EDUCATION

Kristin Pfothenhauer, President
Felicita Rasul, Clerk
Jeremy Ray, Member
Marlize Velasco, Member
Vacant Board Of Education Seat

The Live Oak School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Live Oak School District 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 May 6, 2024.

Consultants: Jacqueline Horejs, Ed.D. and David Verdugo, Ed.D.

Leadership Associates

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For general information, contact:

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