



Information for Applicants for the Position of

SUPERINTENDENT **Albany Unified School District**

THE POSITION

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

PROFESSIONAL PROFILE

Albany Unified School District seeks a superintendent who has:

- Experience in California public education, either as a teacher and preferably a site administrator
- Experience as a superintendent or assistant superintendent in a comparable district
- Proven track record of growing academic achievement for all students, including special needs children and second language learners
- Experience in oversight of school district finances, budgets, and business management
- Experience engaging community organizations and partners

PERSONAL PROFILE

Albany Unified School District seeks a superintendent who:

- Is a visionary leader
- Is visible, accessible and engaging with students, families, staff, teachers and community
- Has strong communication skills
- Is honest, transparent and ethical
- Has strong interpersonal skills
- Is equity-minded

DESIRED EDUCATION/EXPERIENCE

- An educator with K-12 experience in California
- A record of focusing on students and improving achievement in a diverse community ^(L)_(SEP)
- A strong curriculum and instruction background
- A strong fiscal background and understanding of the budget
- A strong record of partnering with community groups and all stakeholders ^(L)_(SEP)

SELECTION PROCESS

The Board of Education has retained Consultants Eric Andrew, Ed.D. and Donald Evans, 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 on qualifications and experience. The approximate range is \$250,000 - \$270,000. 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)

All materials will be acknowledged and treated confidentially

THE DISTRICT

Albany Unified School District (AUSD) is a small educational powerhouse. AUSD serves approximately 3600 students in Transitional Kindergarten (TK) through 12th grades. Within AUSD there are one early childhood development center, three elementary schools, one middle school, one comprehensive high school and one continuation high school. Albany High School (AHS) serves approximately 1,150 students in grades 9 to 12. MacGregor High School is the District's continuation high school and serves about 20 students. The concept of AHS as a comprehensive high school is demonstrated by the inclusion of MacGregor's programs and services within the Albany High School building. Albany Middle School serves approximately 900 students in grades 6 through 8. Cornell Elementary, Marin Elementary, and Ocean View Elementary schools each serve about 550 students in grades Transitional Kindergarten (TK) through 5. The Albany Children's Center serves nearly 80 preschool students between the ages of 3 and 5. The District spends an average of \$17,787 annually on each student.

We Focus On Our Students — Albany students are diverse. In the 2022–23 school year, 26% of students identified as White (non-Hispanic), 28% as Asian, 11% as two or more races, 17% as Hispanic. Our Black/African-American population comprises 4% of students, and all other measured subgroups are each less than 1% of our student population.

Districtwide, in the 2022–23 school year, 27% of the students qualify for free or reduced lunch, 21% are English learners, and less than 1% are foster youth. In total, approximately 35% unduplicated students qualify for free or reduced lunch, and/or are English learners, and/or are foster youth.

Albany aligns services and expenditures to three overarching strategic District goals: 1) Assess & Increase Academic Success; 2) Support the Whole Child; 3) Communicate and Lead Together. As part of our emphasis on the whole child, AUSD supports a huge variety of performing and visual arts, sports teams, and clubs for a district our size. Despite financially tough times for districts statewide, AUSD has prioritized maintaining these programs.

We Are High Achievers — Students are bright, articulate, and many are involved in school and community projects. The California Dashboard displays our students' achievements. Albany stands 61 points above standard in English Language Arts and 36 points above standard in Math. Albany High graduates 93% of its students, and more than two-thirds of them are College and Career Ready. At a time when more than half of California's students are not performing at grade level, we are very proud of our students, and all of our teachers, administrators, and staff who make their achievement possible. But we are not fully satisfied with these results—there are subgroups with significantly lower performance. With the tremendous attention being paid to this issue from many different stakeholder groups at all levels in our town, Albany has a chance to be the district that closes the gap.

We Are Building — In 2016, Albany voters passed school bond Measures B & E to fund rebuilding/renovating in our district. Two of our three elementary schools, Ocean View and Marin, have been rebuilt/renovated into beautiful, modern learning campuses. Cornell Elementary, the city's first elementary school, has had new electrical service and an HVAC system retrofitted into its sturdy building. The 12-classroom Albany Middle School Annex added an 8th-grade campus to the school. The Albany High School Courtyard addition contains 8 classrooms and a fabrication lab. In March 2024, the voters passed Measure G, a progressive parcel tax, intended to maintain excellent schools, attract and retain exceptional teachers, and protect science, math, arts and theater programs, while maintaining small class sizes. The District is going out for an additional bond in the November 2024 election to modernize buildings that were not improved as part of the previous bonds.

THE COMMUNITY

Albany is a secret star among Bay Area communities based on the quality of public education, vibrant culture, and diversity. Albany is a small town of 1.8 square miles, (population 20,000) but full-service city. Our motto, "Urban Village by the Bay," says a lot in a little space, which in itself is representative of our community. Albany's western border is San Francisco Bay, directly across from the Golden Gate Bridge. We are urban in our proximity to world-class culture (San Francisco is 11 miles away) and education (UC's flagship campus in Berkeley is less than 3 miles away, and many Albany residents are connected to the University), yet it is impossible to walk down Solano Avenue, our main street, without seeing friends and neighbors. Albany has both an upscale and a down-home feel. The sidewalks and bike paths are busy every school day morning with our children walking and biking to school. For years, Albany has valued its reputation among young families seeking a safe city, with excellent public schools, that is not suburban.

Albany has a diverse population. This is due in part to its proximity to UC Berkeley and the fact that University Village, the family housing complex of nearly 1,000 apartments, is located within the Albany city limits. AUSD values the opportunity to serve these children as their parents pursue advanced degrees. According to the 2020 census, Albany's ethnic composition is 44% White, 30% Asian, 12% Hispanic, and 4% African American, with 14% of respondents indicating two or more races. We are a unique type of immigrant community—27% of Albany residents are foreign-born.

Albany is a highly educated, predominantly professional community. Over 75% of our adult residents have completed a bachelor's or graduate degree. The median household income is approximately \$124,000, and the average value of a single-family home is about \$1,259,000. Real estate values in Albany are higher than in some surrounding areas due in large part to the school district's excellence.

Many families are attracted to Albany because of its strong community support for education, as evidenced by the generous contributions made from non-profit fundraising groups: SchoolCARE, Albany Athletics Boosters, Albany Education Foundation, Albany Music Fund, Theater Fund, and five Parent Teacher Associations. Our community has not only passed bonds for school construction, but parcel taxes to support the schools. A campaign for progressive square-footage-based parcel tax, replacing a flat-rate tax, passed in the March 2024 election. Parent engagement with the schools is exceptionally high, although as housing costs escalate, more parents are working full-time and are less available to volunteer.

THE BOARD OF EDUCATION

Veronica Davidson, President
Becky Hopwood, Vice President
Melissa Boyd, Esq., Member
Sadia Khan, Member
Josh Mahoney, Member

Albany Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Albany Unified School District Superintendent position visit www.leadershipassociates.org/active-searches and select Albany 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. September 6, 2024

Consultants:
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