



Information for Applicants for the Position of

SUPERINTENDENT

LAGUNA BEACH UNIFIED SCHOOL DISTRICT

THE POSITION

The Board of Education of the Laguna Beach Unified 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 Laguna Beach Unified School District seeks a superintendent who:

- Is a strong instructional leader and places teaching and learning as the district's priority
- Establishes trust and builds strong relationships with all stakeholder groups
- Is a clear and transparent communicator while fostering broad based community support for the schools.
- Has a record of establishing positive relationships with bargaining units
- Is a collaborative leader and decision maker capable of making tough decisions while considering different perspectives
- Is innovative and creative in addressing the critical issues facing the school district
- Will be a strong, courageous and guiding participant on the governance team
- Is a visible leader who actively engages with all school community partners
- Is experienced in recruiting and retaining high quality staff, valuing and respecting their work, while setting clear standards of accountability

PERSONAL PROFILE

The Laguna Beach Unified School District seeks a superintendent who:

- Is empathetic, seeks to understand and values the concerns of all stakeholders
- Is a good listener who seeks to understand differing points of view
- Is a relationship builder who values the power of strong partnerships
- Is honest and trustworthy and builds consensus
- Is visible and present and actively engaged in the district, schools and the community
- Is courageous and demonstrates the ability to stand strong during difficult situations
- Is a continuous learner who will build upon the success of the 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
- Has an understanding of school finance and understands community funded districts
- A record of focusing on students and improving academic achievement
- Experience as a teacher, principal and central office administrator
- Experience working with active and engaged parent and community groups

SELECTION PROCESS

The Board of Education has retained Consultants Peggy Lynch and Marc Ecker 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 salary range is \$350,000-\$450,000.

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

The Laguna Beach Unified School District (LBUSD) is located in a picturesque, historic coastal community in Orange County. Situated 50 miles south of Los Angeles and 80 miles north of San Diego, the city of Laguna Beach is renowned for its beauty and rich cultural heritage. LBUSD serves approximately 2,400 students from transitional kindergarten through grade 12, offering a range of comprehensive educational programs across its two elementary schools, one middle school, and one high school. The district also provides a specialized preschool program. Recognized as an outstanding district in both Orange County and California, LBUSD is committed to fostering student success within a nurturing and supportive environment. Please click on the following link to view [Laguna Beach Unified School District Goals](#).

THE BOARD OF EDUCATION

Dee Perry, President
Howard Hills, Clerk
James Kelly, Member
Joan Malczewski, Member
Sheri Morgan, Member

The Laguna Beach Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Laguna Beach Unified 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 April 4, 2025

Consultants:

Peggy Lynch, Ed.D.

Marc Ecker, Ph.D.

Leadership Associates
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For general information, contact:
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