



Information for Applicants for the Position of

SUPERINTENDENT **Castro Valley Unified School District**

THE POSITION

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

PROFESSIONAL PROFILE

Castro Valley Unified School District seeks a superintendent who:

- Is a strong instructional leader who will maintain and improve the student achievement gains made in the District
- Will bring the entire community together toward a strong vision of student achievement
- Will place the highest priority on safe environments for students and staff
- Will be accessible to parents and staff
- Has ability to coach and develop potential leaders within the District, and create a strong, cohesive working team
- Has strong human relations skills and is a "people person"
- Will be highly visible at district, school and community events

PERSONAL PROFILE

Castro Valley Unified School District seeks a superintendent who:

- Is empathetic and a good listener
- Is accountable
- Has strong communication skills
- Is collaborative
- Is equity-minded
- Is accessible and engaged
- Is a consensus builder
- Is courageous
- Is visionary

DESIRED EDUCATION/EXPERIENCE

- 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
- A strong record of partnering with community groups
- Experience in California public education, either teaching and/or site administration
- A proven track record of growing academic achievement for all students, including special needs children, second language learners, and children experiencing poverty
- Experience as a district-level executive leader (such as assistant superintendent or superintendent)
- Experience in oversight of school district finances, budgets, and business management
- Experience as a superintendent in a comparable district

- Experience in transformation and school turnaround
- Bilingual and/or experience in working with diverse populations is desirable

SELECTION PROCESS

The Board of Education has retained Consultants Donald Evans, Ed.D. and Blanca G. Cavazos, 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. 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)
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

Castro Valley Unified School District (CVUSD) serves 9,450 students in grades Preschool through Adult Education in 16 schools: one preschool campus serving both State Preschool program children and children with special needs; nine elementary schools; two middle schools; one traditional high school with a full college-preparatory and Career Technical Education curriculum; one continuation high school; a virtual academy for students in grades 6 - 12; and an adult school that offers a wide variety of career-oriented and personal growth classes in addition to programs for adults who are English Learners, those with disabilities and a parent co-op preschool. CVUSD boasts an overall district-adjusted cohort graduation rate of 95.3%.

Our families represent a diverse cultural, language, and socio-economic background. In the 2022-2023 school year, 36.04% of our students spoke a second language in the home (EL, RFEP, and IFEP students combined), the most predominant world languages being Spanish and Cantonese, but 60 languages were represented. As a district, 12.73% of our students were English Learners.

We are extremely proud of the rich diversity that our students and their families represent, and we are committed as a district to creating a welcoming culture at all sites and working toward the success of ALL of our students. We are committed to providing a rigorous and equitable education to ALL of our students, providing enrichment and support as necessary to ensure their success. Our District Strategic Directions, which were created through extensive and inclusive input from many educational partner groups in our community, reflect this commitment to equity, and include our Vision, Mission, and Promise to our students, our staff, our resources and our core values.

CVUSD is committed to the success of all students regardless of their national origin, ethnicity, religion, physical or mental ability, sexual orientation, gender, gender identity or expression or economic status.

In CVUSD, we believe that: - Student success is the responsibility of all. - We nurture the gifts and talents of all students. - Our schools are safe spaces for all. - Our commitment to equity ensures that our educational system is responsive to all students regardless of personal and social circumstances. - All students, families, and staff are valued and treated with respect and dignity. - ALL means ALL.

THE BOARD OF EDUCATION

Dolly Adams, President
Sara E. Raymond, Vice President
Gary C. Howard, Member
Michael Kusiak, Member
Lavendar Lee Whitaker, Member

Castro Valley Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Castro Valley Unified School District Superintendent position, visit www.leadershipassociates.org/active-searches and select Castro Valley Unified District.

For other inquiries contact Penny Pyle, Search Support Specialist, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M., Monday, April 21, 2025

Consultants:
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