



PARAMOUNT UNIFIED SCHOOL DISTRICT

Human Resources

Educational Services Assistant Superintendent **Leadership Profile**

Education Background

- Extensive experience as a teacher, principal/administrator, and district office leader, providing a comprehensive understanding of K-12 education.
- Strong expertise in special education, coupled with a background in district programs such as Visual and Performing Arts (VAPA) and Career Technical Education (CTE).
- Proficient in building processes and procedures, with comprehensive knowledge of multiple departments within the district.
- Well-versed in compliance and accountability measures including CALPADS data reporting, state mandates, and financial planning and management.

Leadership Skills and Expertise

- Visionary leader with a deep commitment to instructional frameworks and leadership, capable of aligning district goals with instructional practices.
- Mentorship experience, guiding principals in instructional leadership and fostering their professional growth.
- Culturally sensitive, taking time to understand the community's culture and history while fostering inclusivity and equity.
- Systems-focused with the ability to address challenges strategically and navigate complex work environments without becoming overwhelmed.
- Effective communicator skilled in leading courageous conversations, fostering collaboration, and emphasizing the interconnectedness of different departments.
- Experienced in leading change processes, ensuring accountability, and facilitating collaboration among diverse stakeholders.

Characteristics

- Personable, empathetic, and supportive leader who fosters a healthy work environment while remaining firm in decision-making.
- Visible, accessible, and inclusive leader who values diverse perspectives and promotes collaboration.
- Trustworthy, fair, and transparent, with a strong moral character and a commitment to equity and integrity.
- Innovative and open-minded, willing to adapt to changing times and embrace new approaches to education.
- Resilient and level-headed under pressure, with the ability to remain calm and collected while addressing challenges.
- Effective communicator, listener, and problem-solver, able to bridge communication gaps and build consensus among diverse teams.
- Strategic and organized, with a focus on prioritizing tasks, setting clear goals, and following through on commitments.
- Community-focused, with a deep understanding of the needs and realities of the community and a commitment to building strong partnerships with parents, businesses, and city officials.

In summary, the ideal candidate embodies a transformational leader with a strong educational background, exemplary leadership skills, and a commitment to equity, inclusivity, and integrity. They possess the ability to navigate complex educational environments, build strong relationships, and lead with empathy, vision, and accountability.