

Board of Education

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Application Procedures

Go to DLAssoc.com website to apply.

All applications will be held strictly confidential. Each applicant is requested to follow the procedures listed below. Those applicants wishing additional information should contact the DLA board advisors:

Ms. Gerrie Fausett, (805) 331-4287

Mr. Juan Lopez, (951) 662-2468

Applications must be submitted **on-line** to:

DLAssoc.com

Dave Long & Associates, Executive Search Services

All applicants must provide the following items by the closing date, Monday, February 1, 2016, **(5:00 p.m.)** to be considered.

- A completed Application Information Form. (Please complete as instructed; do not complete by stating "see attached resume.") The Application Information Form and brochure are available on Dave Long & Associates' web page at **DLAssoc.com**.
- A personal letter of application stating reasons for interest in the Santa Maria-Bonita School District superintendent position
- A resume providing biographical background information about educational preparation, experience and achievements
- A placement file and/or five (5) **current** letters of professional references describing the applicant's performance in previously held positions

It is the applicant's responsibility to submit placement papers or reference letters **on-line** to meet the Monday, February 1, 2016, **(5:00 p.m.)** deadline.

Selection Procedure

A professional screening committee of respected educational leaders will evaluate the qualifications of each applicant. The board and the screening committee will use the described criteria during the screening, interviewing and final decision-making process. After receiving the report of the committee, the board will select and interview the top candidates.

The board will then select and invite candidates for the final interviews, conduct the interviews and select the superintendent. Any applicant who contacts a board member with the intent of influencing the board's decision will be disqualified. Travel expenses for those candidates selected for the initial interview will be the responsibility of the candidate.

Salary and Contract Terms

The Board of Trustees of the Santa Maria-Bonita School District intends to offer the successful candidate a multi-year contract. The salary is competitive and commensurate with training and experience and the terms of the contract are open and negotiable.

It is the candidate's responsibility to provide the district with employment eligibility and verification of citizenship in compliance with the Immigration Reform and Control Act. The finalist will also be required to provide the district with certified transcripts that verify attainment of academic degrees and proof of appropriate credentials.

Application Timeline

Applications close **Monday, February 1, 2016, (5:00 p.m.)**

Interviews are tentatively scheduled for March 18th and 19th.



Executive Search Services



is seeking a
SUPERINTENDENT

Our mission is to teach, to learn and to facilitate learning in a cooperative and safe environment.

We are here to prepare children to be successful citizens.

The Position

The governing board of the Santa Maria-Bonita School District invites applications for the position of Superintendent from qualified and dedicated professional educators. The ideal candidate will be a courageous leader who is able to see the big picture and make difficult decisions based on what is best for students. This person must embrace the culture and history of this community and understand its unique challenges.

The Community

Santa Maria is located in a beautiful coastal valley near the Pacific Ocean halfway between Los Angeles and San Francisco. The Santa Maria Valley offers world famous barbecue, wine country experiences and beautiful rolling hills. Agriculture, personal services, and government dominate the economic base of the Santa Maria Valley, a growing region of about 137,000 people. The mountains of California's Central Coast are the backdrop for an economy expanding far beyond its agricultural and tourism base that includes regional trading, manufacturing and service industries, transportation, oil, electronic manufacturing, and a government installation at nearby Vandenberg Air Force Base.

The Santa Maria Valley is a pro-business community that promotes responsive and properly planned growth. It is a family oriented community where residents enjoy working and living. Over the years the Santa Maria Valley has been the recipient of numerous awards, including the 1998 All-America City Award and the California Parks & Recreation Society Award. Besides the Valley's business friendly reputation and small town feeling, the city offers a wide range of choices for recreational, cultural and social pursuits.

The District

Santa Maria-Bonita is a growing K-8 district serving approximately 16,000 students. The district is 63% ELL with a large percentage of students also being socioeconomically disadvantaged. There are 16 elementary schools and 4 junior high schools in the district. The District recently passed a bond measure and is actively moving forward with facilities improvements and school expansion. The district just opened Jimenez Elementary to help alleviate crowding. The district has a modified traditional calendar.

Selection Criteria

The following criteria represent standards which will be used in the evaluation of applications and in the selection of the superintendent:

Professional Experience and Preparation

- Classroom teaching experience, elementary and/or secondary is required
- Site administration and district office experience are required
- Experience in school district(s) with a high percentage of low socio-economic status families and second language learners is required
- Master's Degree is required
- Doctorate is desirable
- Spanish-speaking ability is desirable

Personal Characteristics

- Keeps students' welfare and academic achievement as a top priority
- Is an active, passionate promoter of the school district and its successes while advocating for needed changes
- Will study, quickly learn and embrace the community and district including its history, culture and needs
- Has a history of participating in community events
- Develops trust and collaboration between community groups and the district for the benefit of all students in the Santa Maria Valley
- Communicates well with stake-holders; is respectful and empowering of others
- Has demonstrated patience and a sense of humor in the workplace
- Has a high degree of personal and professional integrity
- Practices good listening skills and builds teams and capacity within the district
- Has demonstrated the ability to make tough, ethical decisions
- Works well with others
- Practices active listening skills and values input from others
- Maintains excellent interpersonal relationships
- Is a "people person"

Professional Skills and Abilities

- Believes in and promotes 21st Century teaching strategies through teacher training and support
- Demonstrates instructional leadership qualities; has a record of leading curricular initiatives (Common Core) resulting in improved student achievement
- Has knowledge of the unique challenges of a growing district
- Has experience with and promotes consistent district wide programs for student achievement
- Has experience with LCAP requirements and timelines
- Has a track record of providing consistent district-wide procedures for regular and special education programs
- Values and supports courageous conversations across the district
- Will promote improvements and integrative practices in special education programs
- Secures meaningful involvement of staff, community and families
- Actively communicates and coordinates with the secondary district and neighboring districts within the county
- Has demonstrated success in negotiating and building positive working relationships with employee associations and is familiar with Interest Based Bargaining
- Has experienced the value of and will promote professional development for all staff
- Will utilize the strengths and talents of site administrators/directors resulting in a more effective and cohesive leadership team

Board Relationships

- Able to work effectively with the Governing Board to foster a common vision and commitment
- Will maintain a strong governance team structure and establish strong board/superintendent relationships
- Knows and actively supports school board members in their roles in district operations and activities