

## Application Procedures

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 board consultants:

Dr. Dave Long at 916-616-6027 or

Dr. William Diedrich at 760-219-5873

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

### DLAssoc.com

Val Verde Unified School District

c/o Drs. Dave Long and William Diedrich, Consultants

Dave Long and Associates, Executive Search Services

29991 Canyon Hills Road

Suite 1709, PMB 414

Lake Elsinore, CA 92532-2579

All applicants must provide the following items by the closing date, **Monday, June 15, 2009 (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 may be completed via Dave Long and Associates' web page at DLAssoc.com.
- A personal letter of application stating reasons for interest in the Val Verde Unified 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 **online** to meet the **Monday, June 15, 2009 (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 Val Verde Unified School District Board of Education will offer a multi-year contract of employment with a salary that is competitive and negotiable based on the qualifications and experience of the successful candidate, plus fringe benefits.

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.

## Board of Education

	Term Expires
Wraymond Sawyerr, President	2010
Marla Kirkland, Vice President	2010
Stacey Guzman, Clerk	2012
Fredy R. DeLeon, J.D., Member	2012
D. "Shelly" Yarbrough, Member	2010

## Applications Close

**Monday, June 15, 2009 (5:00 p.m.)**

Interviews are tentatively scheduled for July 9 and 10, 2009.



## Executive Search Services



Val Verde Unified  
School District

*is seeking*  
a Superintendent

Riverside County, California

## The Position

The Governing Board of the Val Verde Unified School District is seeking as its next superintendent a visionary leader with superior interpersonal and communication skills who will demonstrate an open, collaborative management style. The successful candidate will be someone skilled in managing all facets of an urban school district and will possess a strong understanding of curriculum and instruction as well as fiscal matters. They will be highly visible and involved in the communities, schools, and worksites. The Board expects the new leader to have successful experience working with an ethnically and economically diverse population similar to that of the Val Verde Unified School District.

The successful candidate will also be able to work effectively with the school board to foster a common vision and maintain a strong governance team.

## The Community

The district is located in the heart of Riverside County, approximately 72 miles east of Los Angeles. The boundaries of the district include portions of Perris, Moreno Valley, and Mead Valley. Neighboring the district and its communities are March Reserve Air Force Base and the Lake Perris recreational area. The area is a blend of rural, suburban, and rapidly developing commercial neighborhoods.

Educational, cultural, and recreational centers are within easy driving distance. The area is a well-known center for skydiving and hot air ballooning; nearby lakes offer water sports; and beaches, mountains and deserts are but an hour away. Higher education opportunities are provided through: the University of California, Riverside; Riverside Community College with the Norco and Moreno Valley campuses; California State University, San Bernardino; Mt. San Jacinto College, Menifee Valley Campus; and California Baptist University.

Los Angeles and San Diego are accessible for cultural and other metropolitan events.

## The District

The Val Verde Unified School District operates a preschool, 14 elementary schools, four middle schools, two comprehensive high schools, a student success academy, and a continuation high school. To meet the demands of rapid growth in the industrial, professional, and housing market during the past few years, the district has opened six new schools and expects to open an additional elementary, middle and high school in the near future. Of

the approximate 19,000 students attending district schools, 68% are Hispanic, 17% are African American, 8% are Caucasian and 7% Other. Sixty-five percent of the students qualify for free or reduced price-meals. Twenty-six percent of the students qualify for English learner services.

The district's educational program is based on the rigorous California State Standards. The school system offers supplemental programs to ensure the educational needs of all students are met. The strong instructional program is reflected in the numerous honors and awards received by district schools. Seven elementary schools have achieved at or above 800 Academic Performance Index (API) scores with all other elementary sites posting scores in the high 700's. All middle schools of the district have attained 700 or higher API scores and Rancho Verde High School achieved a 2008 API score of 710.

The Val Verde Unified School District employs 1,300 certificated and classified staff members. The FY 2008/09 General Fund budget is \$145,000,000.

## Selection Criteria

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

### Professional Experience and Preparation

- Classroom teaching experience required
- Site and district office administrative experience required
- Experience as a superintendent, deputy/assistant superintendent desirable
- Doctorate preferred

### Personal Characteristics

- Honest and ethical, a person of integrity
- Charismatic, positive, and confident without being arrogant; strong leadership abilities
- An innovative leader who can "think out of the box" and stimulate fresh ideas
- A strong communicator who is approachable, accessible, possesses exceptional listening skills and can communicate with all stakeholders; a genuine "people person"
- Demonstrates openness and inclusiveness with all groups
- Highly visible and active in the community, schools and worksites of the district

- Is a person of strong convictions, able to make difficult decisions
- Keeps the interests of children foremost in their decision-making
- A person who is a team builder, one who recognizes the abilities and contributions of all district staff and motivates toward excellence
- Able to build and maintain a climate of trust and respect
- Is a passionate, strong advocate for the best education possible for all children

### Professional Skills and Abilities

- A strong, visionary instructional leader with experience working in a school district with the challenges and diversity of the Val Verde Unified School District
- A visionary instructional leader who sees the "big picture" of education and is skillful in organizing and managing every facet of a school district
- A strong instructional leader who knows curriculum and instruction, current research, reform efforts, best instructional practices and mandates
- Has expertise in fiscal matters that allows for the oversight of the budget, supervision of the budget development process and long-range fiscal planning in an environment of shrinking resources
- Has a successful record of building and maintaining positive working relationships with employees and their associations/unions
- Knows, or will quickly learn, the culture, history, accomplishments, and challenges facing the Val Verde Unified School District and is able to take the school system to its next level of development
- Technology literate and supports the use of technology in classroom instruction and district and school site management

### Board Relationships

- Able to work effectively with the school board to foster a common vision and commitment, maintain a strong governance team structure and establish strong board/superintendent relationships
- Knows and actively supports each school board member and his or herself in performing their appropriate roles in district governance