

## Application Procedures

All applications will be held strictly confidential. Each applicant is required to follow the procedures listed below. Those applicants wishing additional information should contact the Board advisor Dr. Trudy Arriaga, 805-766-3377.

Applications must be submitted **online** to:

### **DLAssoc.com**

Hope Elementary School District  
c/o Trudy Arriaga  
Dave Long & Associates, Executive Search Services

All applicants must provide the following items by the closing date of Friday, April 29, 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 may be downloaded via Dave Long & Associates' web page at **DLAssoc.com**.
- A personal letter of application stating reasons for interest in the Hope Elementary 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 arrange to have all of the above items submitted to the DLAssoc.com website not later than 5:00 PM on April 29, 2016.

## Selection Procedure

A professional screening committee will evaluate the qualification 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 and studying the report of the professional screeners, the Board will select and interview a select number of top candidates.

## Selection Procedure, con't

The Board will select 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 Hope Elementary School District Board of Trustees will offer a competitive and negotiable salary, plus fringe benefits to the successful candidate, based on the individual's experience and qualifications. The Board intends to offer a multi-year contract.

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.

## Board of Trustees

	Term Expires
Dan Cunnison, President	2016
Kristi Newton, Clerk	2018
Chris Gallo, Member	2016
Jeffrey Polito, Member	2018
Tony Winterbauer, Member	2018

## Application Timeline

Applications close **Friday, April 29, 2016, 5:00 p.m.**



**Executive Search Services**



# Hope Elementary SCHOOL DISTRICT

*is seeking a*

## **SUPERINTENDENT**

**Santa Barbara County, CA**



## The Position

The Board of Trustees of the Hope Elementary School District is seeking a superintendent with strong school district and community leadership skills who is committed to academic excellence for all students. The ideal candidate will be someone who is a generalist with experience in all areas of district administration including instruction, finance, personnel and special education. The ideal candidate must also be a highly skilled leader with exceptional communication and interpersonal skills.

## The Community & District History

Located approximately 90 miles west of Los Angeles, the Santa Barbara community has a long and distinguished history as one of the first centers of population in the early settlement of California. The Santa Barbara area was settled thousands of years ago by the Chumash Indians who were well established by the time the Spanish Missionaries arrived. In the late 1700's the Santa Barbara Mission and Presidio were settled and colonization of the area began. After the 1925 earthquake, the area began to expand in population and size to become the City of Santa Barbara that we know today. Home of the University of California at Santa Barbara, the community offers many cultural and historical elements that annually draw thousands of visitors who enjoy the sites, climate and culture.

## The District

The Hope Elementary School District is a district with an enrollment of approximately 1,000 students comprised of three elementary schools: Hope Elementary School, Monte Vista School and Vieja Valley School. The Hope School District's original school was established in 1870 and was called Pedregosa School. The first Hope School was built before 1888 on Hope Avenue. Vieja Valley School opened in 1961, Monte Vista was opened in 1966. Hope School closed due to declining enrollment in 1977 and was reopened in September 1997.

Hope Elementary School District is a high performing district in a community that invests in their children. HESD recently completed a Bond measure which converted all three campuses to solar power systems, instituted a district wide technology program putting 1:1 computers in classrooms and built a new library on one of the campuses. Green solution technology and high quality infrastructure allow for optimal teaching and learning.

## The District, con't

The Hope Elementary School District is a Basic Aide District and enrolls approximately 1,000 students from Transitional Kindergarten through grade 6, with graduates matriculating to the Santa Barbara Unified School District. The following are District-wide socio-economic indicators.

District Enrollment	Ethnic Data	% Free/Reduced	% EL Students and Redesignated Students
1,000	1% African-American 3% Asian 34% Hispanic/Latino 58% White	29%	16% EL 23% Redesignated

## District Mission Statement

The mission of the Hope Elementary School District is to develop in children the knowledge, skill and attitudes to instill a lifelong love of learning and to become productive and contributing individuals in a changing society.

## Selection Criteria

The following criteria represent standards to be used in the evaluation of applicants and in the selection of the superintendent:

### Professional Preparation

- Has a strong background and focus on student learning
- Communicates with all stakeholders in a clear and concise manner
- Has expertise in outreach to the community
- Works collaboratively with parents
- Has expertise in fiscal matters and will ensure fiscally prudent, transparent and well-articulated cost conscious decisions to all stakeholders
- Has experience with special education programs and practices
- Has experience and works effectively with all populations of a socio-economically, and ethnically diverse community

## Professional Preparation, con't

- Has innovative ideas and is open to new ideas as a promoter of 21st century learning
- Demonstrates success in building positive working relationships with employee associations
- Understands and supports technology as a tool for student learning
- Has the ability to promote a united vision
- Able to maintain a climate of trust and collaboration
- Has experience in participating in the broader community and is supportive of stakeholder involvement
- Has experience in collaborative working relationships with Boards
- Demonstrates an understanding and involvement with LCAP
- Models high expectations

## Personal Characteristics

- Demonstrates trustworthy, ethical leadership
- Values the opinions of others
- Builds relationships with all constituents
- Responds with sensitivity and inclusivity
- Keeps students at the center of decision making
- Honors the views of others and practices active listening
- Has a high degree of personal and professional integrity
- Has strong interpersonal skills
- Is a collaborative team player
- Builds partnerships with community leaders and organizations
- Motivates and inspires others

## Professional Skills and Abilities

- Classroom experience is required
- Site administration experience is required
- Appropriate Administrative Credential is required
- Master's Degree is required
- Assistant Superintendent or Superintendent experience is preferred
- Doctorate is preferred
- Spanish speaking is preferred