

Board Relationships

- Able to work effectively with the Governing Board to foster a common vision and commitment; 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

Board of Education

Andy Sheaffer, President
Alison Livett, Vice President/Clerk
Jaclyn Fabre, Member
Terry Hickey Banks, Member
Michelle Robertson, Member

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 advisor:

Ms. Gerrie Fausett (805) 331 4287 (cell)

Applications must be submitted online to:

DLAssoc.com
Carpinteria Unified School District
c/o Ms. Gerrie Fausett
Dave Long & Associates, Executive Search Services

All applicants must provide the following items by the closing date, **Friday, April 3, 2015 (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 Carpinteria 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.

Application Procedures, con't

It is the applicant's responsibility to submit placement papers or reference letters on-line to meet the **Friday, April 3, 2015 (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 Carpinteria Unified 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 Friday, April 3, 2015 5:00 PM

Interviews are tentatively scheduled for April 24th and 25th.



Executive Search Services

CARPINTERIA UNIFIED SCHOOL DISTRICT

is seeking a
SUPERINTENDENT



Committed to quality education for all

The Position

The governing board of the Carpinteria Unified School District invites applications for the position of Superintendent from qualified and dedicated professional educators. The ideal candidate will be a leader in curriculum and instruction with excellent communication and interpersonal relationship skills. The successful candidate must appreciate and embrace the culture and history of this small-town beach community. This person must be able to successfully work with educational, community and governmental agencies to maintain and develop positive relationships, partnerships and coalitions to enhance educational opportunities for all students. The next Superintendent will be a diplomat, will build an atmosphere of trust and respect and will encourage the contributions of all stakeholders, including parents, employees and their professional organizations.

The Community

Carpinteria is located less than two hours from metropolitan Los Angeles but feels light years away from that noise and congestion. Carpinteria, population 14,271, can be described as a quiet beach town, nestled in the southern corner of Santa Barbara County. Carpinteria is famous for its relaxed atmosphere, beaches, mild climate with average temperatures in the 60-80s, and scenic environment. However, it is the people that make Carpinteria so special.

Tourism plays an important role in the economy as well as manufacturing, high technology firms, and agriculture. The area is located in a lush agricultural valley that supports flower growers, citrus and avocado orchards, as well as other farming efforts.

The region is rich with recreational activities such as hiking, surfing, and sailing, and the town boasts festivals that delight the natives and visitors monthly throughout the year.

The District

From 1886 to 1961, the Carpinteria Valley was organized as several union school districts. In 1914, Carpinteria High School was built and became the Carpinteria High School District. Then in 1961, the unified district was formally organized as it is today. The Carpinteria Unified School District (CUSD) provides public education services to students in the Carpinteria Valley, with district boundaries reaching south to the Ventura County line and north to the community of Summerland. The District, serving approximately 2,300 students in grades K-12, has nine schools: one comprehensive high school, two small alternative high schools, one middle school, and four elementary schools. Eight of the nine schools are located within the Carpinteria city limits. One elementary school is located in

The District, con't

Summerland. In addition, CUSD also provides early childhood programs to children 3 months to 4 years old at the former Main Elementary School campus. The district has 159 certificated employees and 170 classified employees with an operating budget of \$24 million. The ethnicities of the students at CUSD are Hispanic 73%, Anglo 23%, and 4% other.

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, required
- Appropriate administrative credential to be the superintendent of a K-12 district required
- Administrative experience at site and district levels required
- Master's Degree required
- Experience as superintendent, assistant superintendent or director in a similar district preferred
- Bilingual ability preferred

Personal Characteristics

- Develops trust and collaboration between various groups in the community and district in the spirit of what is best for all students; an individual who can unify groups across the community
- Possesses exceptional, empathetic listening skills and will communicate with all stakeholders; a people person
- Has the willingness to "do it all" as is often required in a small school district
- Exudes confidence and a positive outlook
- Will study, quickly learn and embrace the community and district, including its history, culture and needs, before making significant changes
- Is an actively passionate promoter of the school district and its successes
- Secures meaningful involvement of staff and community to improve the educational experience of all students, including minorities and their families
- Demonstrates openness and inclusiveness with all groups; treats people fairly, with dignity and respect

Personal Characteristics, con't

- Is a clear thinker who remains calm in the face of challenges and maintains a professional attitude when challenged or when disagreements arise
- Has a high degree of personal and professional integrity
- Is ethical, honest, and forthright in dealing with staff, parents and students
- Possesses a healthy sense of humor

Professional Skills and Abilities

- A courageous leader who is able to see the big picture, make difficult decisions based on what is best for students and maintain those convictions when confronted with pressure
- Able to appreciate and work effectively with all populations of a socio-economically and ethnically diverse community
- Has demonstrated success in negotiating with employee unions and building a positive working relationship to support the district
- Demonstrates instructional leadership qualities; has a record of leading curricular initiatives resulting in improvement for student achievement
- Has experience with private funding agencies, alternative funding sources and developing collaboration between public and private sectors regarding contributions; will embrace ongoing community initiatives supported by those funders
- Supports the social emotional development of students as well as a rigorous academic focus - from Pre-School to High School
- Experience dealing with governmental agencies, County, State and Federal level
- Has experience working in communities with demographics similar to those of Carpinteria
- Has demonstrated success in developing a college/career readiness mind-set in a district and community
- Possesses the ability to make tough decisions after receiving input from stakeholders
- Has experience with developing a strategic plan and the efforts necessary for successful implementation
- Will utilize the strengths and talents of site administrators/directors resulting in a more effective leadership team
- Has experience with LCAP requirements and timelines
- Has successful experience with Common Core curricular adaptations and the necessary professional development;
- Possesses knowledge of the unique systems and structures in California public education, including an understanding of finance, human resources and pupil services in a K-12 district
- Has a record of sensitivity and success with special needs students