

Board Relationships

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

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:

William E. Diedrich, Ph.D. (760) 219-5873 or

Patricia B. Novotney, Ed.D. (760) 567-5590

Applications are to be submitted **on-line** only to:

DLAssoc.com

Fullerton Joint Union High School District

c/o William E. Diedrich, Ph.D. and Patricia B. Novotney, Ed.D., Board Advisers

All applicants must provide the following items by the closing date, April 16, 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 must be completed via Dave Long & Associates' web page at **DLAssoc.com**.
- A personal letter of application stating reasons for interest in the Fullerton Joint Union High 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 and reference letters **on-line** to meet the April 16, 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 of Trustees 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 Fullerton Joint Union High School District Board of Trustees 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 verify attainment of academic degrees and proof of appropriate credentials.

Board of Education

	Term Expires
Barbara Kilponen, President	2016
Robert N. Hathaway, Clerk	2018
Marilyn Buchi, Member	2018
Andy Montoya, Member	2016
Robert Singer, Ph.D., Member	2018

Applications close

April 16, 2015, 5:00 p.m.

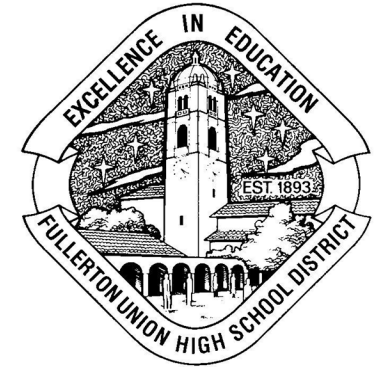
Interviews

Interviews are tentatively scheduled for May 11-13, 2015



Executive Search Services

FULLERTON JOINT



UNION HIGH SCHOOL DISTRICT

is seeking a

SUPERINTENDENT

The Position

The Fullerton Joint Union High School District Board of Trustees, a long standing and stable governing body, is seeking as its next superintendent an energetic, experienced, visionary educational leader with superior interpersonal and communication skills who will demonstrate an open, collaborative, inclusive management style. The successful candidate will be a demonstrated educational leader who supports, and has successfully implemented, broad and balanced programs such as competitive college preparation, strong career technical education, fine arts, and co-curricular and alternative educational programs. The new superintendent will be highly visible and involved in the community, schools and district worksites and have the ability to build strong, cooperative relationships. He or she will honor and encourage the contributions of all. The person selected for this position will be someone of the highest integrity who will maintain an atmosphere of trust and respect with all stakeholders, including employees and their professional organizations, the governing board, staff, students and communities. The superintendent will be someone who will make a long term commitment to serving the District.

The Community

The District is located in suburban north Orange County, California. The school communities within the District draw strength from active parent organizations, business interests, and five colleges and universities within its boundaries.

The strong professional, cultural, educational and recreational opportunities across the District provide a welcoming environment for the families and professionals the District serves. A mild climate allows 12 months of outdoor activities. Beaches, deserts, mountains, major metropolitan areas, cultural activities and professional sports venues are all available either within the communities served by the District or within driving distance.

The District

The Fullerton Joint Union High School District serves 13,772 students in grades 9-12 within a fifty-square mile area of northern Orange County, including a small portion of Los Angeles County. Elementary school districts of Buena Park, Fullerton, La Habra and Lowell Joint, along with portions of Brea, Anaheim, La Mirada and La Palma, feed into the District.

The award winning District offers its students quality educational programs and enjoys a reputation for excellence throughout California and the nation. In addition to providing rigorous academic classes and a broad range of electives, programs including International Baccalaureate, Advanced Placement, Regional Occupation,

The District, con't

Magnets and Academies are offered as well as open enrollment for students. The District also provides a full range of co-and extra-curricular activities and athletics.

The District's comprehensive high schools **all** rank in the top 5% of the more than 22,000 public high schools in the nation. In recognition of high levels of student achievement, these schools have received multiple National Blue Ribbon School and California Distinguished School awards. District students and programs have also won state and national competitions in agriculture, athletics, debate, science, the arts and JROTC.

The District serves a varied ethnic and socioeconomic population of families. Approximately 54% of the District's students are Hispanic, 22% Asian, 20% White and 4% Other.

Parent and community support is clearly evident throughout the school system. Active parent organizations, various foundations, an involved business community and supportive higher education institutions interact with the District. Most recently voters passed a \$175 million bond measure that will provide funding for infrastructure upgrading and modernization of facilities.

The District employs 1,100 certificated and classified personnel and for the 2014-15 school year operates on a combined General Fund budget of \$145 million dollars.

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

- Secondary classroom teaching experience required
- Administrative experience at site and district levels required
- Experience as a superintendent or assistant/deputy superintendent in a school district with a secondary school component required
- Masters Degree required, Doctorate desired

Personal Characteristics

- Supports the uniqueness of each school and its instructional services to students while holding sites accountable for the achievement of common goals
- Knows and/or will be able to quickly learn, embrace and build upon the history, culture, traditions and values of the community, the district and its schools
- Demonstrates high integrity: is honest and forthright in all dealings

Personal Characteristics, con't

- Is a strong communicator who is approachable and accessible. Possesses exceptional listening skills and communicates effectively with all stakeholders, including students
- Is a person who follows through on commitments
- Will be highly visible and active in the community, schools and worksites
- Is open to divergent opinions and is able to secure the thoughtful and meaningful involvement of stakeholders
- Is a team builder, recognizes the abilities and contributions of all stakeholders (including employees) and motivates toward excellence
- Is able to build and maintain a climate of trust and respect throughout the district, its schools and worksites
- Is a courageous leader who is able to make the difficult decisions based on what is best for students and will stand on his or her decisions when confronted with pressure
- Keeps students as the focus of decision-making

Professional Skills and Abilities

- Is a visionary, future-oriented educator who leads by example and will guide the district in its continuing quest to provide students with strong instructional programs and career preparation that result in the highest levels of achievement for all
- Is able to implement the best 21st Century educational practices, including the use of technology for instructional and administrative purposes
- Is a creative problem solver who thinks out of the box
- Has experience working in a large, complex school district with the challenges and diversity of the Fullerton Joint Union High School District
- Understands politics and has the energy and diplomacy to work cooperatively with local, state and federal governmental agencies, including all feeder districts, community organizations, foundations and others to build and/or sustain successful partnerships and collaborations
- Is a passionate, articulate spokesperson about the vision of the district
- Has fiscal expertise that allows for the oversight of the budget, supervision of the budget development process and the new facilities bond. Has demonstrated creative funding and long-range fiscal planning capabilities
- Is a strategic thinker and planner focused on the achievement of identified outcomes
- Has a successful record of building and maintaining positive working relationships with employee associations/unions and their leadership
- Is able to mentor and guide all staff for continued excellence
- Demonstrates an understanding, acceptance of and proven ability to work effectively with economically and culturally diverse populations