

Board of Education

Ms. Gloria Allen, President
Ms. Colleen Keenan, Vice President
Ms. Andrea Burrise, Clerk
Ms. Kathy Garcia, Member
Ms. Angela Phillips, Member
Ms. Maria Mendez, Member
Mr. Steve Smith, Member

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. Michael Crass (209) 761-2839

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

Interviews are tentatively scheduled for March 11th and 12th.



Executive Search Services



is seeking a
SUPERINTENDENT

The Position

The governing board of the Stockton Unified School District invites applications for the position of Superintendent from successful, dedicated, professional educators. The ideal candidate will be an energetic, ethical, forthright leader who has a heart for all children and who is ready to improve the educational experience for all students in the community. This individual will be a partner with community leaders eager to promote the school district and take Stockton Schools to the next level.

The Community

Nestled near the state capitol of Sacramento, in the heart of San Joaquin County, Stockton is less than two hours from the San Francisco Bay area on Interstate 5. Stockton is home to about 350,000 residents. The city is built around an active, thriving port where one billion dollars of freight passes the docks each year. Further, the San Joaquin Delta, a unique 1,000 mile waterway, offers recreational opportunities for boating, water skiing, fishing and is considered to be the nexus of the California's state-wide water system. The University of the Pacific, California State University Stanislaus, San Joaquin Delta College, Humphrey's School of Law, the University of Phoenix and National University comprise the surrounding higher education community.

The District

Stockton Unified School District (the largest in San Joaquin County) serves nearly 38,000 students in a culturally and socioeconomically diverse, urban community. The District has 44 K-8 schools and 4 comprehensive high schools. In addition, there are career academies, pre-schools, K-12 magnet schools, charter schools, alternative education schools and an adult school. There is excellent community support for the schools with the passage of Measure Q in 2012 and Measure E in 2014. The annual general fund budget is approximately \$523 million. The District employs 1,644 classified and 2,034 certificated staff.

The District enrollment is comprised of 64% Hispanic or Latino, 10% Black or African American, 9% Asian, 6% White and 11% Other.

Mission Statement

The students of Stockton Unified School District are our most valuable resource and together with our community, we have an obligation to provide every student with high quality instruction, a well-rounded educational experience and the support necessary to succeed.

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
- Site administration experience required
- District Office experience required
- Experience in a diverse, urban school district required
- Master's Degree required
- Superintendent experience preferred
- Doctorate preferred
- Spanish-speaking preferred

Personal Characteristics

- Demonstrates honesty in relationships with others
- Has a high level of energy and enthusiasm and presents a positive view of the district and public education
- Views challenges as opportunities
- Has a high degree of personal and professional integrity
- Develops trust and collaboration between community based organizations and the district for the benefit of all students
- Is tough enough to take criticism and remain optimistic about the job at hand
- Has demonstrated the ability to make difficult decisions
- Is passionate about students' well-being and academic achievement
- Values diversity and celebrates differences
- Has the ability to deliver a passionate message to large and small groups of people
- Has a history of collaborating with community leaders and participating in community events
- Communicates well with stake-holders; is respectful and empowering of others
- Has demonstrated patience and a sense of humor in the workplace
- Maintains excellent interpersonal relationships
- Willing to be an active participant in the Stockton community

Professional Skills and Abilities

- Demonstrates instructional leadership qualities
- Believes in and promotes 21st Century (Common Core) teaching strategies through teacher training and support
- Secures meaningful involvement of staff, community and families
- Has experienced success with PLC's as part of improved student achievement
- Values parent participation and will build a safe schools community
- Has a track record of working successfully with parents and students from low SES communities
- Practices good listening skills
- Is a team-builder and works to develop capacity in others
- Advocates for change after listening to and understanding stake-holders' concerns
- Has demonstrated success in negotiating and building positive working relationships with employee associations
- Understands school budgeting
- Has knowledge of LCAP requirements and timelines
- Has a track record of providing consistent district-wide procedures for regular and special education programs
- Will utilize the strengths and talents of site and district administrators resulting in a more effective and cohesive leadership team
- Believes in professional development for all staff members

Board Relationships

- Able to work effectively with the Governing Board to foster a common vision and commitment
- Has demonstrated the ability to maintain a strong governance team structure and a strong Board/Superintendent relationship
- Has worked to foster and promote unity among Board members
- Knows and actively supports school board members in their roles in District operations

