

An Invitation to Apply for the Position of

Superintendent of Schools



“Preparing our students for their future.”

Glendale, California

The Position

The **Glendale Unified School District, Glendale, California**, Board of Education is seeking a highly qualified superintendent of schools. The Board wishes to have the successful candidate assume the responsibilities of the position by September 15, 2015.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, in collaboration with the California School Boards Association, has been engaged as the consultant in a search for outstanding candidates. They will assist the board of education in identifying and screening the candidates.

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The board recognizes that selecting a superintendent is one of the most important decisions it will make. The board has identified the following desired characteristics:

- **A collaborator** who has the proven ability to bring people together to build trusting and respectful relationships with the Board, administration, staff, and community. A person who is a good listener, transparent, open and accessible to all, including those with differing opinions. The superintendent must be a team builder who has strong verbal, written and digital communication skills, is approachable, and is open to and inclusive of new ideas brought forward from diverse school and community organizations.
- **A community leader** who is excited about and committed to being visible in the schools and engaged with the community in a meaningful and discernible way. A person who can competently engage diverse cultures, effectively listen to diverse opinions, and is skilled in conflict resolution. The superintendent is expected to be a person who invites the community to be involved with the schools and models the District's involvement with the community through participation in community events and organizations.
- **An experienced educator** who has demonstrated success in a progressive, complex and diverse school district. The next superintendent must know the best practices in teaching and learning, being able to implement effective curriculum, assist in the selection of purposeful professional development, and employ systems of assessment that all result in increased student achievement. Glendale is looking for a leader with a current knowledge of Local Control Accountability Plan, Common Core State Standards, and the California Assessment of Student Performance and Progress assessment system. This person must have demonstrated experience about the social and emotional development of the whole child. The superintendent must have knowledge of how technology can be used as an instructional tool to engage students. Glendale must have a leader who allows innovation and risk-taking while expecting accountability for results.
- **A caring individual who is able to inspire others** to grow and develop. An educator who builds leadership in others, supports professional development, values longevity of talented staff, and motivates all to perform at high levels of expertise. A leader with a strong work ethic who leads by example, believes in servant leadership and holds high standards for self, staff and students. A person who possesses the characteristics of honesty, humility, accountability, commitment to follow through, humor, and genuine concern for children.
- **An administrator** who has an operational understanding of California school finance including the management of bond funds, education law, grant writing, teacher and administrative evaluation, negotiations and strategic planning. The superintendent must have knowledge and skills in budget development and the ability to direct resources utilizing the Local Control Accountability Planning (LCAP) process. This person must understand how to maintain and improve the District's infrastructure and building facilities.

2015-2016 Board Priorities

- 1. Ensure learning environments that are safe and support student success through high quality, research based instructional practices, consistent with models of effective teaching, California teaching standards and the Common Core State Standards.*
- 2. Use Board adopted budgetary principles to maintain District fiscal integrity and stability of instruction and programs.*
- 3. Continue the Measure S sequence planning and plan for the future issuance of bonds.*
- 4. Create a single plan, where the 2020 Strategic Plan is incorporated within the Local Control Accountability Plan (LCAP).*



The Community



Located within the district's boundaries are all of the City of Glendale, a small portion of the City of La Cañada Flintridge, and unincorporated Los Angeles County communities of La Crescenta and Montrose. The City of

Glendale, is a community of about 200,000 residents, about 15 minute drive north of downtown Los Angeles. Glendale is the third largest city in Los Angeles County. Once known as a "bedroom" suburb, the city is now a leading financial, commercial, retail, and motion picture animation center with a highly diverse population. National studies report it is one of the safest cities of its size in America.

The downtown area features a growing skyline, two of California's premiere shopping centers (the Glendale Galleria and the Americana at Brand), and a host of theaters and restaurants.

The city is home to corporate headquarters such as Nestlé USA, Walt Disney Imagineering, Walt Disney Stores, DreamWorks SKG, International House of Pancakes, Cigna Healthcare, KABC-TV, Nickelodeon, and Warner Bros. Animation.

The District features neighborhoods of contrasting character, including the foothill communities of La Crescenta and Montrose with their smaller town environments. Each of these communities is unique, offering specific benefits to residents who choose to reside there. A variety of housing options is available, from multi-units to single-family homes. Excellent municipal services, public and private education, three major medical centers, active churches, plenty of leisure activities, and a strong community tax base all contribute to the high quality of life for local residents.

One indicator of an excellent school system is the level of support and amount of interaction with business and industry, community groups and other organizations. Glendale Schools are fortunate to have strong and long-lasting partnerships with many segments of the community.

Board of Education

The Board of Education consists of five members who are elected to serve a four-year term. The tenure of the Board members ranges from one to fourteen years.

<u>Name</u>	<u>Years Served</u>
Mr. Greg Krikorian, President	14 years
Mrs. Christine Walters, Vice President	6 years
Dr. Armina Gharpetian, Clerk	2 years
Ms. Nayiri Nahabedian, Member	8 years
Mrs. Jennifer Freemon, Member	1 year

The District



Dating back to 1879, the Glendale Schools have a long-standing reputation of commitment to achieving the highest standards on campuses which are safe and secure places for learning. Enrollment in the district is

approximately 27,000 students. School district facilities include 20 elementary schools (grades K-6), four middle schools (7-8), three comprehensive senior highs (9-12), a magnet high school, one continuation high school, a developmental center for multi-handicapped students, and numerous child care centers serving preschool or school-age children.

Glendale has become one of the most culturally diverse cities in California. In nearly two of three homes, a primary language other than English is spoken. More than 65 languages and dialects are represented among the students who attend the Glendale Schools. Amid these significant changes, the District has become a model of intercultural acceptance. A continuing goal in the Glendale Schools is students and staff working together in a positive, harmonious relationship. Glendale Schools 2015, the District's strategic plan, calls for "a nurturing environment that fosters democratic ideals and promotes cross-cultural understanding and respect."

Families often look for housing in Glendale and the Foothills communities, because they hear Glendale schools have an excellent reputation. Nine district schools have earned the U.S. Office of Education's highest designation for a public school, the National Blue Ribbon. In 2015, all secondary schools (4 middle and 4 high schools) received the California Department of Education's highest designation, the Gold Ribbon School Award. Additionally 25 schools were recognized as California Distinguished Schools and 17 of the district's 18 Title I schools have been named a Title I Achieving School.

In addition to the core curriculum taught to all student, there are numerous specialized programs. The Foreign Language Academy of Glendale (FLAG) offers dual immersion programs (from kindergarten with pathways into high schools) in Spanish, Korean, Armenian, German, Italian, Japanese and French. Extensive career and technical education (CTE) programs are offered at all of the high schools, including building construction, cosmetology, culinary arts, cinematography, public safety, robotics engineering, and biotechnology as well as full offering of Advanced Placement classes. Visual and performing arts are an integral part of the district's instructional program. Glendale public schools are committed to the highest quality instructional and support programs on campuses that are safe and secure. At Glendale, we prepare our students for their future.



Vision

The Glendale Unified School District provides a high quality education that addresses the unique potential of each student in a safe, engaging environment

Find out more about Glendale Unified School District

www.gusd.net

APPLICATION & SELECTION PROCEDURE

available at: www.macnjake.com



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An application for the Superintendent should include:

- A letter setting forth personal qualifications, experiences and reasons for interest in the position
- A current résumé
- A completed application form
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

Selection Timeline

- Closing date for applications:
August 6, 2015 (11:30 p.m. central time)
- Board of Education selects finalists to interview:
August 18, 2015
- Interviews with the Board of Education:
August 24-28, 2015
- Selection of new superintendent:
August 28-31, 2015
- Start date:
September 15, 2015



Candidates are asked to not contact board members directly. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the board may visit the district/agency where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Glendale Unified School District is an Equal Opportunity Employer.