An Invitation to Apply for the Position of Superintendent

Santa Barbara Unified
Every child, every chance, every day.

Santa Barbara, California
**The Position**

The Santa Barbara Unified School District, Santa Barbara, California Board of Trustees, is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position on or before July 1, 2020.

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 Trustees 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 developed the following desired characteristics.

- **Visionary:** A bold leader who is courageous and will lead in a new direction, an individual able to identify and recruit talent, mentor and empower others by successfully inspiring and motivating them to achieve at high levels and is knowledgeable about the use of technology in education. Will always focus on the core-our classrooms, will craft a direction that inspires and empowers our classroom productivity and performance for all of our students and our community.

- **Collaborator:** A community centered 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, proactively reaches out for different perspectives and opinions, as a way to learn and grow, effectively listens to diverse opinions, and is skilled in problem solving and conflict resolution. Santa Barbara USD expects its next Superintendent to be a person who invites the community to be involved with the schools and likewise models the District’s involvement with the community through participation in community events and organization.

- **Classroom Centered:** A true educator who is committed to student achievement with a vision and plan for closing the achievement gap. A leader that believes investing in early learning yields powerful benefits for children, both in early elementary and as a cornerstone to their overall educational success. The next superintendent must be an instructional leader who focuses on the “whole child” and is knowledgeable and experienced in the best practices to ensure a rigorous, broad course of study, including powerful implementation of CCSS, NGSS, and English Language Development. Santa Barbara Unified School District is looking for a leader that leads from the front, is innovative and builds a sustainable 21st century learning and working environment.

- **Manager:** A skilled manager who has demonstrated fiscal and operational expertise ensuring consistent application of administrative policy and the ability to implement long-range plans that benefit students. A talent and team builder who recruits and retains valued staff recognizing the District’s diversity, delegates responsibilities, builds leadership from within and provides professional development and guidance to talented staff.

- **Effective Communicator:** An ethical, approachable, and courageous leader who is open and willing to be transparent, capable of listening to the opinions of all stakeholders. In addition to listening, the superintendent or their designee will also respond in a timely manner. The next superintendent is a relationship builder, able to connect with people, caring and empathetic. This superintendent will be comfortable whether on a one on one or communicating to a large audience; he/she will be effective in all forms of communication.

- **Equity Advocate:** The Santa Barbara Unified School District has established a reputation for prioritizing the development of culturally proficient school communities. This commitment is explicitly embedded in the Strategic Plan, the Superintendent’s priorities, and the Local Control Accountability Plan. We need an equity-centered leader who shapes an environment where equity and excellence are the standard for everything. The candidate has a successful record of building equity within the culture, policies, practices, and systems of a district or organization. This person also ensures that all students have access to the highest levels of instruction and will continue to expand and promote the Program for Effective Access to College (PEAC) in secondary schools. Above all, this leader fosters a culture that interrupts inequitable practices, examines biases, and creates an inclusive environment for all.
The Community

- Location: 90 miles North of Los Angeles
- Population of the city: 91,350
- Major employers: Ratheon, Cottage Health Care, UC Santa Barbara, Four Seasons Resort, SB City College, County of Santa Barbara
- Medical facilities: SB Cottage Hospital, Sansum Medical Clinic
- Recreational activities: Surfing, Hiking, Biking, Sailing, Soccer, Softball, Volleyball, Camping
- Community activities/festivals: Summer Solstice, Old Spanish Days Fiestas, Earth Day, I Madonnari
- Sport teams: Santa Barbara Foresters
- Colleges/Universities nearby: University of California Santa Barbara, Antioch University, Santa Barbara City College, Westmont College

The District

- Type of District: TK-12
- Number of students: 15,000
- Square miles of district: 23
- Number of administrative staff: 79
- Number of certified teachers: 824
- Number of classified staff: 775
- Number of school buildings:
  - 12 Elementaries (3 are Charters)
  - 4 Jr. High Schools
  - 3 High Schools
  - 1 Continuation High School
- Partnerships:
  - Santa Barbara City College
  - University of California Santa Barbara
  - Santa Barbara Education Foundation

District Website: www.sburnified.org

School Board

The School Board consists of five members, elected to serve four-year terms. The incumbency of the members ranges from 1 to 3 years.

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<thead>
<tr>
<th>Name</th>
<th>Years Served</th>
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<tbody>
<tr>
<td>Ms. Laura Capps</td>
<td>3</td>
</tr>
<tr>
<td>Dr. Jacqueline Reid</td>
<td>3</td>
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<tr>
<td>Ms. Rose Muñoz</td>
<td>1</td>
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<tr>
<td>Ms. Kate Ford</td>
<td>1</td>
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<tr>
<td>Ms. Wendy Sims-Motan</td>
<td>3</td>
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An application for 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).

Candidates are asked not to directly contact board members. 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 school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

**Selection Time Line**

- Closing date for applications: **March 15, 2020 (11:30 p.m. central time)**
- School Board selects finalists to interview: **April 23, 2020**
- Semi-Finalists Interviews with the School Board: **May 7, 2020**
- Finalists Interviews with the School Board: **May 30 & 31, 2020**
- Selection of new Superintendent: **May 31, 2020**
- Start date: **on or before July 1, 2020**

Santa Barbara Unified School District is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.