

*An Invitation to Apply for the Position of  
Superintendent*

***Newark Unified  
School District***



Newark, California

# *The Position*

The **Newark Unified School District, Newark, California** Board of Education, 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 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 developed the following desired characteristics.

- **An educator** who is committed to student excellence and achievement. The next superintendent must know the best practices in teaching and learning, be able to implement effective curriculum and instruction, assist in the selection of purposeful professional development, and employ systems of assessment that all result in increased achievement for all students. Newark Unified School District is looking for a creative and innovative public school educator who possesses current experience and knowledge when supervising the instructional program.
- **An effective collaborator and communicator** who listens to and thinks about others first before stating their own opinions, has strong verbal, written, and digital communication skills, and is accessible to all. The superintendent must be a team builder who is able to bring people together establishing trusting, transparent, inclusive, and respectful relationships with the Board, administration, staff, students, and community. A superintendent that has demonstrated a willingness, understanding and ability to engage others in difficult conversations about educational equity, and what is necessary for all students to achieve and feel safe. This leader must be an experienced problem solver who effectively implements an inclusive decision-making process.
- **An executive manager** who has demonstrated fiscal and human resources expertise ensuring consistent application of administrative policy and the ability to implement long-range plans that benefit students. The superintendent must have knowledge and skills in budget development, fiscal management, the ability to direct resources utilizing the Local Control Accountability Planning (LCAP) process and be able to implement and monitor personnel practices of evaluation, hiring, and discipline that are in accord with California Education Code and employment law.
- **An ethical leader** with strong work ethic who leads by example and holds high standards for self, staff, and students. A role model who possesses the characteristics of honesty, courage, accountability, humor, and empathy. This leader must make decisions, model, and behave in ways that demonstrate professionalism, integrity, justice, and equity and hold staff to the same standard.
- **A community-centered leader** who values the East Bay diversity and lifestyle for themselves and their family. A 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 effectively relate to diverse cultures, listen to their needs, dreams and opinions, and is skilled in resolving their issues with the schools. The superintendent is expected 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 their own participation in community events and organizations.

### *Requirements:*

- *California administrative experience is required, preferably at the cabinet level or higher.*
- *It is preferred that candidates have at least a Master's Degree in their chosen field.*
- *The ability to speak Spanish is preferred.*
- *Experience or knowledge of working in a declining enrollment environment is preferable.*

## *Mission Statement*

Newark Unified School District will inspire and educate all students to achieve their full potential and be responsible, respectful, productive citizens.

## *Vision Statement*

Newark schools, in partnership with the community, will be a model of world-class education that develops the unique abilities of every student.

## *The District*

The Newark Unified School District (NUSD) operates eight (8) elementary schools, one (1) junior high school, one (1) comprehensive high school, one (1) continuation high school, one (1) independent study high school, and one (1) adult school. In addition, the school district offers one (1) preschool program for Special Education students at one of the elementary school sites.

NUSD serves a very diverse population of approximately 5,913 students. The demographics of the student population are 4 percent African American; 8 percent Filipino; 2 percent Hawaiian, Pacific Islander, American Indian, Alaskan Native; 14 percent Asian; 54 percent Hispanic or Latino; 13 percent white; 4 percent identify with two or more ethnicities; and 1 percent have declined to state. In the 2016-2017 academic year 55 percent of NUSD students were state-defined unduplicated students, meaning 55 percent of the enrolled students fall in to at least one of the following: low socio-economic status, English Learner, or foster care. The school district also serves students with disabilities, who make up 12 percent of the total enrollment.

The NUSD is in partnership with the California Collaborative for Educational Excellence (CCEE), a state agency mandated under California's Local Control Funding Formula (LCFF) to offer support to school districts meeting certain criteria based on the performance dashboard. Through this partnership, NUSD receives personalized, immediate, and evidence-based support. The school district staff are currently writing the 2025 Strategic Plan.

In May 2018 the NUSD Board of Education passed the STEAM Education Policy Resolution No. 2104. This resolution is intended to provide authentic learning experiences that integrate science, technology, engineering, art, and mathematics to contribute to a fuller understanding and enrichment of the world as responsible, respectful and productive citizens. The NUSD staff and faculty believe that through STEAM education, students will be able to explore the world around them, create innovative solutions to problems, and engage in collaborative conversations.

The total projected revenue for the Newark Unified School District for the 2019-2020 academic school year was \$56,170, 823. The Local Control Funding Formula (LCFF) provides \$45,959,912. The district generated \$5,448,919 based on the enrollment of high needs students (foster youth, English Learner, and low-income students). The district receives both supplemental and concentration funds from the LCFF. Other state funds provide \$4,658,949 to the district budget. Other local funds include \$3,441,921. Federal funds provide \$2,110,041.

## *The Community*

The Newark Unified School District serves the city of Newark, which is located 35 miles south east of San Francisco, 25 miles south of Oakland and 15 miles north of San Jose. The district is one of eighteen districts overseen by the Alameda County of Education.

Surrounded by the city of Fremont to the north, west and south, and the San Francisco Bay to the west, Newark is centrally located in the heart of the Bay Area and Silicon Valley. Newark was incorporated as a city in September 1955 and is one of three cities, along with Fremont and Union City, which is locally referred to as the "Tri-City" area. In 2017 its population was estimated at 47,531 by the US Census Bureau. Newark's public education system was established in 1864 in a one-room schoolhouse on Newark Boulevard. In 1964, voters approved the formation of the Newark Unified School District.

While surrounded by several major urban cities, Newark enjoys its 'small' town feel, with community members representing generations of Newark families. Students are descendants of former Newark Unified School District students.

There are several major universities surrounding Newark: The University of California Berkley, Cal State University, East Bay, San Jose, and Stanford University. In addition, the Chabot Community College is located in our immediate neighbor to the north, Hayward. There are also several private colleges in the area.

Community members enjoy the moderate climate of the San Francisco Bay Area, cool in the morning, warm in the afternoon. Local beaches and the city of San Francisco are within a short driving distance of Newark. Within a four-hour drive are the Sierra Mountains, home to year-round recreation. Newark is served by three major airports: San Francisco International, Oakland International, and San Jose International.



## ***Board of Education***

The Board of Education consists of five members, elected to serve four-year terms. The incumbency of the members ranges from 1 to 16 years.

<b>Name</b>	<b>Years Served</b>
Ms. Elisa Martinez	2
Mrs. Lucia Gutierrez	2
Mr. Ray Rodriguez	16
Mr. Bowen Zhang	1.5
Mr. Phuong Nguyen	1

**Learn More About  
NUSD at:**  
<http://www.newarkunified.org>

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### **APPLICATION**

available at  
[www.macnjake.com](http://www.macnjake.com)



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: **April 21, 2020 (11:30 p.m. central time)**
- ◆ School Board selects finalists to interview: **May 5, 2020**
- ◆ Finalists Interviews with the Board of Education: **May 18 & 19, 2020**
- ◆ Selection of new Superintendent: **June 4, 2020**
- ◆ Start date: **July 1, 2020**

*Newark 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.*