An Invitation to Apply for the Position of Superintendent

Oxnard Union High School District

Oxnard, California
The Position

The Oxnard Union High School District, Oxnard, 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 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.

• An ethical and proven leader who has integrity, a strong character and will provide sound leadership for the District, while respecting others' points of view, thoughts and opinions.
• A strong equity leader who mentors and monitors that programs and initiatives are effectively evaluated in terms of student outcomes and are designed to support ALL students, leading to post-secondary options for every graduate—with an emphasis on closing the opportunity and access gap for English language learners, foster youth, students with disabilities, and economically disadvantaged students.
• A leader who is inspiring, instills trust, values diversity, and will mentor and monitor administrators and staff to help them achieve their full potential.
• A manager who has an understanding of educational business, finance, school facilities and budget processes and has demonstrated the ability to maximize resources and manage expenses.
• A collaborative leader who will build a culture of harmony among all employees.
• A visionary leader who will empower others while maintaining accountability for self and others.
• A team builder who will delegate responsibilities appropriately, build leadership from within, and provide professional development and guidance to the District's appointed leaders.
• An opened-minded listener who understands the importance of community and communicates effectively through written and spoken words, both to the greater community and to District and school site staffs.
• A leader who is knowledgeable about college and career readiness and the effective use of technology in schools.
• A problem solver who will effectively find solutions to problems and will not sidestep issues or delay solutions.
• A creative thinker who understands educational issues and best practices and will make student-centered decisions for curriculum and instruction.

Additional Requirements:

• CREDENTIALS: Current valid secondary teaching credential; current valid administrative credential.
• EDUCATION: Master's degree or equivalent.
• EXPERIENCE:
  • Five years of successful secondary teaching.
  • Five years of full-time experience in administration, including site administration.
  • Principal experience (preferred).
  • Bilingual (Strongly preferred).

The Community

The Oxnard Union High School District serves the communities of Oxnard, Camarillo, Port Hueneme, El Rio, and Somis. All the communities reside in the County of Ventura which lies next to the County of Los Angeles to the south and the County of Santa Barbara to the north. The economy of the area is driven by international trade, agriculture, manufacturing, defense and tourism.

The area is home to many major shopping venues and is the gateway to Channel Islands National Park and miles of scenic coastline. There are several cultural institutions including a maritime museum and wineries. Yearly festivals include the Channel Islands Tall Ship Festival, California Strawberry Festival and Oxnard Salsa Festivals which take place each summer.
The Oxnard Union High School District operates seven comprehensive high schools, 12 Career Pathway Academies District wide, a continuation high school, an alternative high school, a middle college high school on the campus of Oxnard College, and an Adult Education program. Oxnard Union High School District enrolls over 16,800 students in grades 9-12 and has served the Ventura County communities of Oxnard, Port Hueneme, El Rio, Somis, and Camarillo since 1901.

The Board of Trustees

The Oxnard Union High School District Board of Trustees consists of five community members elected to four-year terms. The tenure of the Board members ranges from five to eleven years.

<table>
<thead>
<tr>
<th>Name</th>
<th>Occupation</th>
<th>Years of Service</th>
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</thead>
<tbody>
<tr>
<td>Ms. Karen M. Sher, President</td>
<td>Educator</td>
<td>2014 - present</td>
</tr>
<tr>
<td>Dr. Gary Davis, Vice President</td>
<td>Retired Educator</td>
<td>2012 - present</td>
</tr>
<tr>
<td>Mrs. Beatriz R. Herrera, Clerk</td>
<td>Educator</td>
<td>2014 - present</td>
</tr>
<tr>
<td>Dr. Steven Hall, Member</td>
<td>Educator</td>
<td>2012 - present</td>
</tr>
<tr>
<td>Mr. Wayne Edmonds, Member</td>
<td>Retired Educator</td>
<td>2010 - present</td>
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</tbody>
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Mission Statement

“High Expectations and Powerful Futures for Every Student”
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 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.

Selection Timeline:

- Closing date for applications: **May 17, 2020 (11:30 p.m. central time)**
- Board of Trustees selects semi-finalists to interview: **June 3, 2020**
- Interviews with the Community/Stakeholder panel: **June 6, 2020**
- Board of Trustees selects finalists to interview: **June 10, 2020**
- Finalists Interviews with the Board of Trustees: **June 13, 2020**
- Selection of new superintendent: **June 24, 2020**
- Start date: **July 1, 2020**

Oxnard Union High 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.
Our Vision

The Oxnard Union High School District vision is one of high expectations and powerful futures for every student.

Our Mission

To provide equitable supports, opportunities for success and access to endless post-secondary options for every student.

Our Goals

1. Prepare students for College and Career readiness, ensuring that every student is challenged to successfully access rigorous curricula and 21st Century learning strategies that lead to tangible post-secondary outcomes. This is to be accomplished through the effective implementation of the following procedures:
   - Emphasize teaching such 21st Century skills as communication, collaboration, creativity, and critical thinking across the curriculum, which supports the achievement of college-level rigor and career readiness, and which will be assessed by such measures as the PSAT, SAT, CAASPP and other college and career-readiness assessments;
   - Increase UC/CSU a-g completion rates at each school site, focusing on the achievement of English learners, students with disabilities, students of poverty and foster/homeless youth;
   - Increase the percentage of students receiving college credit through the Advanced Placement and International Baccalaureate programs;
   - Continue ongoing articulation with colleges, universities and our partner school districts, including the sharing of student achievement data.
   - Ensure the equitable achievement of 21st Century skills through the provision of individual devices (Chromebooks) and wifi hotspots to every student and effective integration of technology into the curricula as a tool for teaching.

2. Ensure the successful implementation of graduation requirements, the District will implement and evaluate effective interventions and support procedures to help all students successfully complete the UC/CSU a-g requirements and access Career Pathway and Academy coursework.

3. Provide access to mental health supports to promote the social-emotional wellness of every student.

4. Provide targeted, effective support for English Learners, students with disabilities, foster youth, and low-income students in order to close the achievement gap to meet high expectations.
   - Emphasize teaching literacy (reading and writing) in every classroom to support our English learners in increasing their language proficiency and to improve their reclassification rates, with a strong focus on content-specific academic vocabulary -- especially in mathematics.

5. Continue to build teacher and administrator leadership capacity leading to trusting relationships and organizational health.

6. Implement plans to systematically address enrollment growth and overcrowding, including building a new Oxnard-area high school, consideration of boundary changes, and the effective implementation of the inter/intra-district transfer process.

7. Maintain facilities and infrastructures that support a safe school and provide a positive learning environment and equitable learning conditions for all students through the implementation of the Measure A School Bond.
   - Provide the community with regular updates on the progress of Measure A projects through local media outlets.