

THE POSITION

The Santa Ana Unified School District seeks an energetic, dynamic candidate for District Superintendent. This individual must be invigorated by cultural diversity and an experienced leader in improving student achievement through the collaboration of local and state agencies, district administration, teachers, parents and community.

The Santa Ana Unified School District serves approximately 61,690 students, grades K-12. SAUSD has made steady progress in student achievement due to dedicated teachers, classified staff and administrators. Through the support of local bond commitments, SAUSD recently modernized 16 schools, and completed construction of four new school campuses with one more currently under construction.

THE COMMUNITY

The City of Santa Ana has a rich and colorful history, dating back to 1769 when explorer Don Gaspar de Portola discovered the fertile area and named it in honor of St. Anne. Once a Spanish land grant called Rancho Santiago de Santa Ana, the land later became productive farmland, and towns. Santa Ana was founded in 1869 by William H. Spurgeon and was incorporated as a City in 1886. Santa Ana was designed as the County seat when Orange County was created in 1889. Santa Ana Unified School District was founded in 1888.

With the mild Southern California climate, the City of Santa Ana has flourished with a productive balance of industry, business, and residential resources. There are many cultural centers, as well as historic, ethnic and amusement attractions. The Santa Ana community is active and involved in all areas of local government and education. SAUSD enjoys productive relationships with government, business, health and community organizations, as well as parents.

THE DISTRICT

The Santa Ana Unified School District is the fifth largest school district in California. The Santa Ana Unified School District has three National Blue Ribbons Schools, 36 schools with Golden Bell awards, and 18 schools that have been awarded the prestigious California Distinguished School Award.

Staff, parents, and community develop and maintain high expectations to ensure every student's intellectual, creative, physical, emotional and social development.

The District operates 63 schools: 36 elementary sites, nine middle schools, five high schools, three alternative high schools and 10 sites which house a child-care center and additional special District programs.

The ethnic distribution of Santa Ana Unified School District is 92.2% Hispanic, 3.2% White, 2.8% Asian, .8% African American, .3% Filipino, .3% Pacific Islander, and .1% American Indian. Approximately 59.7% of SAUSD students are English Learners.

SELECTION CRITERIA

The following criteria represent standards to be used in the evaluation of applications and the selection of the Superintendent. The District seeks a Superintendent with the following qualities:

Professional Experience and Preparation:

- ◆ Hold or be eligible for a valid California Administrative Services Credential and a valid Driver's License
- ◆ A Masters degree (Doctorate Preferred) from an accredited college or university
- ◆ Classroom teaching experience
- ◆ Five years of effective administrative experience, preferably including site and central office levels

Professional skills and abilities:

- ◆ Serve as an instructional leader by maintaining a strong focus on student achievement
- ◆ Ability to assign responsibility, delegate authority, and insist on personnel and staff accountability
- ◆ Visible, approachable, and able to comfortably interact with students, staff, and the community
- ◆ Will listen to and communicate openly with students, staff, and the community
- ◆ Be creative in looking at district financial resources and how they are allocated to schools
- ◆ Excellent communicator: ability to articulate and respond to critical issues and concerns with the Board of Trustees, district staff, parents and members of the community
- ◆ Extensive experience in working with multicultural communities
- ◆ Employ a collaborative management style
- ◆ Skilled as an effective negotiator and problem solver
- ◆ Demonstrates commitment to academic success

- ◆ Has high expectations for all
- ◆ Has a successful record in a similar system
- ◆ Has the skills to lead district negotiations
- ◆ Experienced in leadership development to enhance effectiveness of school administrators
- ◆ Places students first in every decision
- ◆ Understand the needs of families and students
- ◆ Has community involvement and conflict management experience
- ◆ Understands the cultures in the community; knows that demographic changes will impact families and schools
- ◆ Able to build partnerships with public and local government officials

Personal Characteristics:

- ◆ Energetic, enthusiastic, creative, and flexible
- ◆ A risk taker, honest, with a sense of fairness
- ◆ Committed to parent engagement
- ◆ An active listener, open to new ideas
- ◆ Able to accept criticism
- ◆ A visionary who leads by example and is able to inspire quality performance
- ◆ Courageous/innovative
- ◆ Strong advocate for quality graduates who are prepared for college and work in the community

DUTIES AND RESPONSIBILITIES

- ◆ Maintain open lines of communication with Board of Trustees
- ◆ Develop and implement plans to improve student achievement
- ◆ Focus the district's priorities on improving instruction and maintaining high expectations
- ◆ Promote partnerships with city government, business, and community organizations
- ◆ Recommend Board Policies and administrative regulations
- ◆ Institute a program of professional development for school site leaders
- ◆ Maintain positive working relationships with district employees
- ◆ Direct a proactive communications and media relations effort
- ◆ Implement an assessment and evaluation model to insure compliance with standards-based instruction and enhancement of student success
- ◆ Oversee the budget development process and maintain fiscal accountability

SELECTION PROCEDURE

The International Group, Inc. will evaluate the qualifications of each applicant. The Board of Trustees and the International Group, Inc. will use the described criteria during the screening, interviewing, and final decision-making process. After receiving and analyzing the report of the International Group, Inc., the Board will select the candidates to be interviewed. The applicants who best meet the requirements of the position, will be invited for an interview.

The Community Advisory Panel (CAP), consisting of representatives of employee groups, parents and Board appointees will meet the selected candidates to compile perceived strengths and weaknesses of the candidates. The CAP will report the perceived strengths and weaknesses of the candidates to the Board. The Board of Trustees will conduct interviews with the same candidates.

Finalists will be selected from the first round of interviews and will be invited back for a second interview with the Board. The District reserves the right to visit the districts and communities of candidates prior to a final decision. Following the interview process, all candidates will be notified of their application status.

Any applicant who contacts a Board or CAP 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.

PRE-EMPLOYMENT

Upon employment, the selected candidate will be required to provide a negative TB test or X-ray and finger print through the Department of Justice.

SALARY/ BENEFITS

The Santa Ana Unified School District Board of Education will offer a competitive and negotiable salary to the successful candidate, based on that individual's experience and qualifications.

The District offers a comprehensive package of insurance benefits to employees and their families, which includes major medical, dental, vision care, and life insurance.

APPLICATION PROCEDURES

All applications will be held strictly confidential. Each applicant is requested to follow the procedures listed below. Those applicants wishing additional information should contact an adviser.

Applications are to be sent to:

Santa Ana Unified School District
Dr. Robert Aguilar, Adviser
Dr. Gilbert Anzaldua, Adviser
C/O: International Group, Inc.
1100 W. Main Street
Visalia, CA 93291



info@internationalgroup.us
Phone: (559) 741-1383
Fax: (559) 741-0708

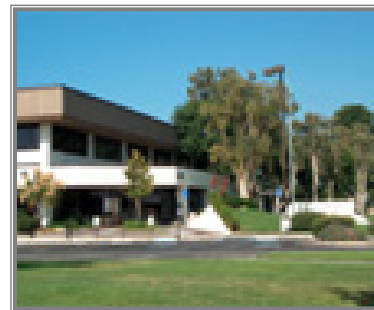
All applicants must provide the following items by the closing date of **Friday, November 10, 2006, (5:00PM)**.

- ◆ A completed *Application Information Form*. Please complete as instructed; do not complete by stating "See attached resume". The Application Information Form and brochure may be e-mailed upon request.
- ◆ A personal letter of application stating your unique qualifications for this position.
- ◆ A professional resume providing biographical background information about educational preparation, experience, and achievements.
- ◆ Three (3) **current** letters of professional references regarding the applicant's performance in previously held positions.

It is the applicant's responsibility to arrange to have placement papers or reference letters forwarded in time to meet the **November 10, 2006, (5:00PM)** deadline.

BOARD OF TRUSTEES

Audrey Yamagata-Noji, Ph. D	President
Rob Richardson	Vice President
Sal Tinajero	Clerk
Rosemarie Avila	Member
John Palacio	Member



Santa Ana Unified School District

Mission

The Santa Ana Unified School District is dedicated to high academic achievement, in a scholarly and supportive environment, ensuring that all students are prepared to accomplish their goals in life.

Applications Close



Friday, November 10, 2006
(5:00 p.m.)

International Group Inc.

Executive Search Division



Search Advisers:
Robert Aguilar, Ed. D.
Gilbert Anzaldua, Ph.D.
1100 W. Main
Visalia, CA 93291
Phone: (559) 741-1383
Fax: (559) 741-0708
info@internationalgroup.us

ANNOUNCEMENT for the position of:

SUPERINTENDENT

Santa Ana Unified School District



Santa Ana, California
Orange County