

Board Relationships

- Able to work effectively with the Governing Board to foster a common vision and commitment, maintain a strong governance team structure and establish strong board/superintendent relationships
- Knows and actively supports each school board member and his or her self in performing their appropriate roles in district governance and activities

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 the board advisers:

Dr. William Diedrich at 760-219-5873

Mr. John Roach at 760-802-7049

Applications must be submitted **on-line** to:

DLAssoc.com

Grossmont Union High School District

c/o Dr. William Diedrich and Dr. John Roach, Advisers

All applicants must provide the following items by the closing date, Friday, April 1, 2016, **(5:00 p.m.)** to be considered.

- A completed Application Information Form. (Please complete as instructed; do not complete by stating "see attached resume.") The Application Information Form and brochure must be completed via Dave Long & Associates' web page at **DLAssoc.com**.
- A personal letter of application stating reasons for interest in the Grossmont Union High School District superintendent position
- A resume providing biographical background information about educational preparation, experience and achievements
- A placement file and/or five (5) **current** letters of professional references describing the applicant's performance in previously held positions

It is the applicant's responsibility to submit placement papers or reference letters **on-line** to meet the Friday, April 1, 2016, **(5:00 p.m.)** deadline.

Selection Procedure

A professional screening committee of respected educational leaders will evaluate the qualifications of each applicant. The Board and the screening committee will use the described criteria during the screening, interviewing and final decision-making process. After receiving the report of the Committee, the Board will select and interview the top candidates.

The Board will then select and invite candidates for the final interviews, conduct the interviews and select the superintendent. Any applicant who contacts a board 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.

Salary and Contract Terms

The Grossmont Union High School District Board of Education will offer a multi-year contract of employment that is open, competitive and negotiable based on the qualifications and experience of the successful candidate, plus fringe benefits.

It is the candidate's responsibility to provide the district with employment eligibility and verification of citizenship in compliance with the Immigration Reform and Control Act. The finalist will also be required to provide the district with certified transcripts that verify attainment of academic degrees and proof of appropriate credentials.

Board of Education

	Term Expires
Robert Shield, President	2018
Dr. Gary C. Woods, Vice President	2018
Jim Kelly, Clerk	2018
Priscilla Schreiber, Member	2016
Jim Stieringer, Member	2016

Application Timeline

Applications close **Friday, April 1, 2016, 5:00 p.m.**

Interviews are tentatively scheduled for April 25-27, 2016



Executive Search Services



is seeking a
SUPERINTENDENT

San Diego County, California

The Position

The Governing Board of the Grossmont Union High School District is seeking as its next superintendent and chief executive officer an experienced, visionary educational leader with superior interpersonal and communication skills who will demonstrate an open, collaborative, inclusive management style. The successful candidate will be someone experienced in high school education and operations that will lead the district to the next levels of development. They will be highly visible and involved in the communities, schools and district worksites and have the ability to build strong, cooperative relationships. Our next superintendent will be someone of the highest integrity who will build an atmosphere of trust and respect with the governing board, staff and their representative associations, students and communities. They will be a person who wishes to make a long-term commitment to the District.

The Community

Grossmont Union High School District employees enjoy the friendliness of small communities plus the convenience and opportunities of living in a large metropolitan area. The San Diego East County communities of La Mesa, Lemon Grove, Spring Valley, El Cajon, Santee, Lakeside, and Alpine offer housing of all sizes, types, and price ranges. Each community has its own business district and shopping centers. Churches, synagogues, fine schools, modern hospitals and clinics, and community libraries further enhance the quality of life in East County.

A mild climate allows 12 months of outdoor fun in San Diego County. Beaches, deserts, the Laguna Mountains, Mexico, Balboa Park with its world-famous zoo, Sea World Aquatic Park and Old Town Historic Park are some of the many popular attractions available in the San Diego area. Typical of a major metropolitan area, there are many recreational and cultural activities available.

The District

The Grossmont Union High School District is a suburban school district encompassing 470 square miles in the eastern portion of San Diego County serving the cities of El Cajon, La Mesa, Lemon Grove, and Santee, and the unincorporated areas of Spring Valley, Alpine, Lakeside, Dulzura and Jamul.

There are approximately 22,000 students in grades 9-12 attending the nine comprehensive high schools, two independent conversion charter schools, one continuation school, and alternative and special education programs. The district also participates in an adult school collaborative with the local community colleges to serve over 40,000 students. Approximately 45 percent of the high school students are white (including 1,500 students relocated from the Middle East) and 55 percent are Latino, African-American, Asian, Filipino, Pacific Islander, and Native Americans.

The District, con't

The district provides a quality educational program for its students and has a state-wide reputation for excellence. Four schools have received the prestigious California Distinguished School designation. District high schools have also received several "Golden Bell" awards from the California School Boards Association exemplifying outstanding curricular programs.

The district's 2,000 employees, including hundreds of hourly employees, make the District the largest employer in the East County. The 2015-16 combined General Fund budget is \$ 200 million.

Approximately one billion dollars in bonds and matching funds have been committed to the construction of new science buildings, numerous modernization projects and a new high school.

District Vision Statement

The Grossmont Union High School District is dedicated to providing a safe and collaborative learning environment which supports academic achievement and social development for all students. The District operates on the premise that success for every student is dependent upon all groups including teachers, administrators, parents, staff, students, and the community working together to support all students in their development as life-long learners, thinkers, and successful contributors to the community.

Selection Criteria

The following criteria represent standards to be used in the evaluation of applications and in the selection of the superintendent:

Professional Experience and Preparation

- Classroom teaching experience at the high school level
- Administrative experience, including site and district office with a high school education component
- Master's degree required, doctorate desirable
- Experience as a superintendent, deputy/assistant superintendent

Personal Characteristics

- Honest and ethical, a person of integrity, treats all people fairly
- A strong communicator who is approachable, accessible, possesses exceptional empathetic listening skills and can communicate with all stakeholders, including students; a "people person"
- Open and inclusive with all groups
- Highly visible and active in communities, schools and worksites of the district
- A person of strong convictions, able to make difficult decisions and stand on their recommendations in the face of pressure

Personal Characteristics, con't

- Keeps the interests of students foremost in their decision-making
- Has the ability to create a climate of collaboration and consensus building with all stakeholders
- A team builder who recognizes and honors the abilities and contributions of all staff, motivates toward excellence and unites people to achieve a common vision
- Emotionally mature, one who is able to remain calm and composed in stressful situations
- A creative problem solver who "thinks out of the box"
- Has a sense of humor
- Is confident without being arrogant

Professional Skills and Abilities

- A visionary educator who leads by example and will guide the district in its continuing quest to provide students with strong instructional programs in college preparation and career preparation that result in the highest levels of achievement for all
- Knows current educational research and how to use data in decision making; has the ability to implement best educational practices, including the use of technology for instructional and administrative purposes
- A passionate, articulate spokesperson about the district, its programs, vision and activities
- Able to build strong coalitions and partnerships with all segments of the communities, including business, local governmental agencies, and institutions of higher education
- Is diplomatic, politically astute
- Has a successful record of building and maintaining positive working relationships with employees, employee associations/unions and their leadership
- Supports and encourages parent involvement
- Has expertise in fiscal matters that allows for the oversight of the budget, supervision of the budget development process and understands long-range fiscal planning, creative funding options and facilities bonding activities
- Understands charter schools and their operations
- Demonstrates an understanding, acceptance of and proven ability to work effectively with economically and culturally diverse populations
- Knows and/or will be able to quickly learn, embrace and build upon the history, culture, traditions, initiatives and values of the community, the district and its schools
- Is able to build and maintain a climate of trust and respect throughout the District