

Application Procedures

All applications will be held strictly confidential. Each applicant is required to follow the procedures listed below. Those applicants wishing additional information should contact the Board advisors:

Dr. David Verdugo at 562-810-6249 and/or

Dr. Joe Condon at 310-901-3749.

Applications must be submitted to:

DLAssoc.com
Norwalk-La Mirada Unified School District
c/o David Verdugo or Joe Condon
Dave Long Executive Search Services

All applicants must provide the following items by the closing date of **March 25, 2015 (5:00 PM)** 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 may be downloaded via Dave Long & Associates web page at DLAssoc.com.
- A personal letter of application stating reason for interest in the Norwalk-La Mirada Unified 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 position.

It is the applicant's responsibility to arrange to have all of the above items submitted to the DLAssoc.com website no later than **5:00 PM on March 25, 2015**.

Selection Procedure

A professional screening committee 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 and studying the report of the professional screeners, the Board will select and interview a select number of top candidates.

Selection Procedure, con't

The Board will select 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 Norwalk-La Mirada Unified School District Board of Trustees will offer a competitive and negotiable salary, plus fringe benefits to the successful candidate, based on the individual's experience and qualifications. The Board intends to offer a multi-year contract.

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.

Board of Trustees

	Term Expires
Jessie Urquidi, President	November 2015
Karen Morrison, Vice President	November 2015
Darryl R. Adams, Member	November 2017
Margarita Rios, Member	November 2017
Chris Pflanze, Member	November 2015
Sean M. Reagan, Member	November 2017
Ana Valencia, Member	November 2017

Application Timeline

Applications close March 25, 2015 5:00 PM



Executive Search Services



is seeking a

SUPERINTENDENT

The Position

The Board of Trustees of the Norwalk-La Mirada Unified School District is seeking an ethical, courageous, confident and visionary superintendent with strong school district and community leadership skills who is committed to academic excellence for all students and able to build consensus among parents and employees of a demographically diverse community. The ideal candidate will be someone who has an inclusive style, exceptional communications skills and a collaborative nature in order to build an organizational culture with exceptional trust among all stakeholders while being responsive to the fast paced educational and financial environment. The superintendent must be an instructional leader focused on meeting the needs of all students and demonstrate respect for the significant roles the entire educational community plays in the success of students in a rapidly changing technological environment. He or she must be a leader who possesses an attitude of service to the entire community yet is able to make difficult decisions in the best interests of students. Moreover, the exemplary candidate must be able to gain an understanding of the ethnically diverse communities of Norwalk and La Mirada in order to foster strong relationships with all aspects of the community. Building on the District's family culture while continuing to improve student learning through the Common Core will require the superintendent to energize all aspects of the educational community and to be highly visible both inside and outside of the District.

The Community & District History

The Norwalk-La Mirada Unified School District was formed in 1965 when voters approved the unification of the Norwalk and La Mirada elementary school districts and the Excelsior Union High School District, creating the 10th largest school district in California with an enrollment of 35,000 students. Between 1965 and 1976, enrollment declined by 10,000 students, resulting in the closure of five schools. The current enrollment is just over 19,000.

The District encompasses the cities of Norwalk and La Mirada. As of 2010, Norwalk's population was 105,549, making it the 58th most populous city in California.

The Community & District History, con't

After World War II, Norwalk grew both in numbers and diversity. By 2010, the city's population of 105,549 was 49.4% White, 4% African American, 1.1% Native American, 12.0% Asian, 0.4% Pacific Islander, 28.4% from other races and 70% Hispanic or Latino. Within the Hispanic community, 60.0% are Mexican, 2.7% Salvadoran, 1.3% Guatemalan, 0.6% Nicaraguan, 0.5% Puerto Rican, 0.4% Cuban, 0.4% Peruvian, 0.3% Honduran, 0.3% Ecuadorian and 0.3% Colombian.

La Mirada was created during the late 1800s when Andrew McNally purchased almost 2,300 acres of rangeland and named the area La Mirada, which in Spanish means "The View." Less than 100 years later, by the end of 1955, the City had more than 8,000 new homes built on the former McNally property. Today, the diverse population of La Mirada is close to 50,000. According to the 2010 census data, the City's population reflected the diversity of Southern California as 40% of the residents were Hispanic, 36% White, 19% Asian and 2% African American. Other groups represented include American Indian, Native Hawaiian and other Pacific Islanders.

Located 17 miles east of Los Angeles, the District is minutes from the art and cultural attractions of both Los Angeles and Orange counties and within driving distance to the Pacific Ocean and area mountain and desert resorts.

Norwalk-La Mirada Unified District Socio-Economic Indicators

The District enrolls just over 19,000 students from pre-school through adult education in 34 facilities. There are 17 elementary schools, 6 middle schools designated as Magnet Schools, 4 high schools, 2 adult schools, 1 pre-school, 1 ROP and 1 Community Day School. The following are District-wide socio-economic indicators:

District Enrollment	Ethnic Data	% Free/Reduced
19,370 (2013-14)	2.4% African-American 3.6% Asian 2.7% Filipino 79% Hispanic/Latino 10% White	75%

Selection Criteria

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

Professional Preparation

- 5 years of teaching experience
- School site level administrative experience as principal
- District Office experience as Assistant, Associate or Deputy Superintendent

Personal Characteristics

- Passionate about students and learning and demonstrates this in words and actions
- Confident, able to make difficult decisions
- Demonstrates effective communication and interpersonal skills
- Is respectful of others, listens and hears
- Approachable, inclusive, a team leader and team builder
- Has a participatory and collaborative management style; can be both a leader and follower
- Willingness to "Do it all" for the betterment of the district
- Outstanding leadership skills, has a "Command Presence"

Professional Skills and Abilities

- Knowledgeable about Common Core, LCAP, WASC, Special Education, GATE, Technology and Career Pathways
- Possesses Conflict Resolution skills and is politically savvy
- Able to appreciate the culture of the community, school and district
- A forward thinking leader who will value the past and present, and one who has a vision and plan for the future
- Able to work with community and business leaders to "market" the district and generate financial and personal resources