

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
- Able to build open, problem-solving relationships among all board members and the superintendent

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 Anderson at 760-455-3958

Applications must be submitted **online** to:

DLAssoc.com

Grossmont Union High School District

c/o Dr. William Diedrich and Mr. John Anderson, Advisers

All applicants must provide the following items by the closing date, **Friday, June 11, 2010 (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 may be completed via Dave Long and 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 **online** to meet the **Friday, June 11, 2010 (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 Contract Terms

The Grossmont Union High School District Board of Education will offer a multi-year contract of employment with a salary not less than \$200,000 that is 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	2010
Richard Hoy, Vice President	2010
Priscilla Schreiber, Clerk	2012
Jim Kelly, Member	2010
Dr. Gary C. Woods, Member	2012

Applications Close

Friday, June 11, 2010 (5:00 p.m.)

Interviews are tentatively scheduled for June 28-30, 2010.



Executive Search Services



High School District

COMMITTED TO EXCELLENCE
S I N C E 1 9 2 0

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 who will take the district to the next level 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 with all stakeholders of the school system. The person selected for this position 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.

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.

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 Grossmont District operates on the premise that success for every student is dependent upon all groups in the organization, 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.

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 20,000 students in grades 9-12 attending the nine comprehensive high schools, one continuation school, alternative and special education programs. Additionally, three independent charter schools, including two conversion high schools, serve approximately 4,500 students. The District also provides a very comprehensive adult school serving 50,000 students, as well as a Regional Occupational Program. Approximately 51 percent of the high school students are white and 49 percent come from Latino, African-American, Asian, Chaldean, Filipino, Pacific Islander, and Native American backgrounds.

The Grossmont Union High School District provides a quality educational program for its students and has a reputation for excellence in education throughout the state. In 2009, four schools 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 2,136 full-time employees in the District, combined with hundreds of hourly employees, make the District the largest employer in the East County. The 2009-10 combined General Fund budget is \$191 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.

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, 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
- A strong communicator who is approachable, accessible, possesses exceptional empathetic listening skills and can communicate with all stakeholders; a "people person"
- Demonstrates openness and inclusiveness with all groups
- Highly visible and active in communities, schools and worksites of the district
- Is a person of strong convictions, able to make difficult decisions and take a stand on their recommendations
- Keeps the interests of children foremost in their decision-making
- Has the ability to create a climate of collaboration and consensus building with all stakeholders
- A person who is a team builder, one who recognizes the abilities and contributions of all district staff and motivates toward excellence
- Able to build and maintain a climate of trust and respect
- Emotionally mature, one who is able to remain calm and composed in stressful situations

Professional Skills and Abilities

- A strong instructional leader
- Able to build strong coalitions and partnerships with all segments of the communities, including business, local governmental agencies, and institutions of higher education
- Is politically astute
- Has a successful record of building and maintaining positive working relationships with employee associations/unions
- Respects and supports parent involvement, including PTSA
- Understands and supports Professional Learning Communities
- Has expertise in fiscal matters and will ensure an open, transparent budgeting process.
- Understands charter schools and their operations
- Supports a balanced curricular program including college preparation, Career Pathways and Career Technical Education
- Understands facility planning, bonding, construction and building rehabilitation issues.