



## Information for Applicants for the Position of

### **SUPERINTENDENT** **Evergreen School District**

### **A Dynamic Professional Opportunity**

#### **THE POSITION**

The Board of Education of the Evergreen School District invites highly qualified educational leaders to apply for the position of District Superintendent.

#### **PROFESSIONAL PROFILE**

The Evergreen School District seeks a superintendent who:

- Is an instructional leader who values the principles of effective teaching and learning
- Is a strong, authentic communicator both orally and in writing
- Is a strategic thinker
- Has a successful record of fostering positive labor/management relations
- Is a strong, confident and decisive leader
- Works closely with parents and community members
- Has worked in a diverse school district and community similar to Evergreen
- Has superintendent or upper cabinet level experience
- Understands California school finance, including budgets, operations and facility planning and funding
- Knows Evergreen and is prepared to fully invest in the district and the community the district serves
- Has site administrative experience
- Values diversity of cultures, languages, socio-economic status
- Works collaboratively and communicates well with a Board of Trustees in building a positive and effective governance team
- Builds leadership capacity and accountability without micromanaging
- Values continuous learning for all professionals serving the students of the school district
- Is proactive rather than reactive
- Is a team builder who values the importance of working collaboratively
- Understands the importance of safety and security for students, staff and volunteers
- Has an interest in and a background in staying current on best practices in education
- Values the expertise of teachers and staff
- Has a proven track record of implementing equity practices

## PERSONAL PROFILE

The Evergreen School District seeks a superintendent who:

- Is honest and genuine
- Is transparent and builds trust
- Is a proponent of equity and diversity
- Is open to new ideas and values different points of view
- Is a good listener
- Is thoughtful and kind
- Is an empathetic leader who strives to understand others and the positions they hold
- Is a visible leader who maintains an open door policy
- Is a believer in the value of everyone's role in the success of the district
- Is fair in making decisions
- Is interested in engaging with the community
- Is innovative and embraces change
- Is a continuous, lifelong learner
- Is positive and optimistic

## DESIRED EDUCATION/EXPERIENCE

- Masters degree or higher with a record of continuous learning
- An educator with K-8 experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and district leadership
- Has experience fostering positive board relationships
- Bilingual candidates are encouraged to apply

## SELECTION PROCESS

The Board of Education has retained Consultants, Eric Andrew and Fred Van Leuven, of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the board for interviews and further consideration. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the district and communities of a candidate prior to a final decision.

## SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. A multi-year contract will be considered.

## APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- A letter of application
- A resume
- Three professional references
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

## THE DISTRICT

[The Evergreen School District](#) is located in Santa Clara County. It has a total enrollment of 11,385 and a total of eighteen schools, grades K-8.

### Mission Statement

Evergreen Elementary School District provides all students a high quality education in a safe and nurturing environment where each student demonstrates a spirit of respect, responsibility, global-mindedness and a commitment to academic and civic excellence.

### Vision Statement

Evergreen Elementary School District, in partnership with the community, will be a place where teachers, staff and students are partners in developing each student's unique potential.

### Our Brand Promise

We are responsive, future thinking, and reflective of the innovative community in which we live. We aspire to provide an unparalleled education for our students, one that will prepare them for the world that awaits them. We embody the warmth of a family, one that looks out for one another at all times.

We are a community of education professionals that respects the talents, skills and imagination of our teachers, staff and administrators. Our people are our greatest resource and the relationships with and among that resource must be nourished in every interaction, every communication.

We are part of a thriving, vibrant community. That community gives life to the school district. We are only as strong as the families, neighbors and partners that make up the Evergreen community and we work to strengthen those community bonds in everything we do.

We have a rich, proud history. One we strive to build on every day and one we honor as we embrace the future.

## THE COMMUNITY

The Evergreen School District is located in San Jose, California. With all of the amenities of a large city and the charm of a small town, San José is a great place to live, work, and raise a family. San José residents enjoy an unparalleled quality of life, with great weather year round to enjoy expansive open spaces, beautiful parks, trails, and local and regional attractions. It's an easy day trip to some of the best destinations in northern California, including San Francisco (one hour), Santa Cruz and the Monterey Bay (45 minutes), Oakland / Berkeley (50 minutes), the renowned Napa Valley wine region (two hours), and Yosemite National Park (four hours). There's also plenty to enjoy right here in San José.

San José is located in Santa Clara County at the southern edge of the San Francisco Bay, about 50 miles south of San Francisco, 390 miles north of Los Angeles. The current population is 1,000,536 persons. San José is the third largest city in California, following Los Angeles and San Diego. It is the tenth largest city in the U.S. The City as we know it today was originally founded November 29, 1777 as Pueblo de San José. San José was California's first civilian settlement.

San José weather is hard to beat with moderate year-round temperatures. Residents enjoy 300 days of sunshine each year and an average annual temperature of 70 degrees. The average temperature is 84 degrees in July and 41 degrees in December. Average annual rainfall is 15 inches.

The San José area is home to the largest concentration of technology expertise in the world with more than 6,600 technology companies employing more than 254,000 people.

San José hosted the U.S. Olympic Trials in 2009, 2010, and 2012. The San José Sharks, a professional team in the National Hockey League, draws huge crowds at the HP Pavilion arena in Downtown San José.

## THE BOARD OF EDUCATION

Bonnie Mace, President  
Leila Welch, President Pro-Tem  
Jim Zito, Clerk  
Christopher Corpus, Member  
Marisa Hanson, Member

*The Evergreen School District is an equal opportunity employer.*

## APPLICATION

### To Request Application Materials for the Evergreen School District Superintendent Position:

Send an e-mail to Becky Banning, Executive Assistant  
[bbanning@leadershipassociates.org](mailto:bbanning@leadershipassociates.org)  
Phone: 805.364.2775

#### Consultants:

**Eric Andrew, Ed.D.**  
**Fred Van Leuven, Ed.D.**

#### Leadership Associates

3905 State Street, #7-407  
Santa Barbara, CA 93105  
[www.leadershipassociates.org](http://www.leadershipassociates.org)

**Applications must be completed and returned via email by 5:00 P.M. on March 22, 2019.**