



Information for Applicants for the Position of

SUPERINTENDENT

Sacramento City Unified School District

A Compelling Professional Opportunity

THE POSITION

The Board of Trustees of the Sacramento City Unified School District (SCUSD) invites highly qualified educators with strong student-centered values, who are fiscally responsible, committed to public education and community oriented to apply for the position of superintendent. The successful candidate will be a dynamic education leader who possess the highest level of 21st century communication skills, integrity, a collaborative style, high energy and be focused on improving achievement for all students as well as embrace the importance of equity and partnerships with community and staff. The superintendent, as chief executive officer of the district, provides the overall leadership for curriculum and instruction, standards and assessment, finance, budgeting, personnel, and school facilities and develops effective communication, collaboration, and outreach with the community, parents and staff. The successful candidate will be comfortable in the boardroom, the capitol, city hall, business offices, all levels of education and in union halls, NPOs and NGOs. We are seeking applicants who embrace the rapid pace of change in modern society and education and who can navigate SCUSD to greater success and achievement.

DISTRICT DESCRIPTION

Sacramento City Unified School District is one of the oldest K-12 districts in the western United States (established in 1854). SCUSD serves 43,024 students on 77 campuses spanning 70 square miles.

SCUSD is home to a 2013 California Distinguished School (West Campus High School), three Public Waldorf schools (George Washington Carver, Alice Birney and AM Winn) and the only Hmong language immersion program in the state (Susan B Anthony Elementary School).

Alumni from SCUSD's schools include US Supreme Court Justice Anthony Kennedy, California Supreme Court Chief Justice Tani Cantil-Sakauye, nationally renowned political scholar Dr. Cornel West and author Joan Didion. Recent graduates from SCUSD are currently attending Harvard, Stanford, UC Berkeley, UC Davis and host of other prestigious universities.

Our Board-adopted mission statement promises the community that our students will “graduate as globally competitive life-long learners, prepared to succeed in a career and higher education institution of their choice to secure gainful employment and contribute to society.”

SCUSD's students reflect the rich diversity that is the hallmark of Sacramento's central city. Our student population is 37.1 percent Hispanic or Latino; 17.4 percent Asian; 17.7 percent African American; and 18.8 percent white. About 5.3 percent of students are of two or more races or ethnicities.

Residents within SCUSD speak more than 40 languages; 38 percent of students do not speak English at home.

SCUSD employs more than 4,200 people and operates with a budget of more than 780.4 million.

Strategic Plan

In the 2015-16 school year, the district solicited extensive community and stakeholder engagement to develop the Strategic Plan. The Strategic Plan is our blueprint: It outlines a vision for SCUSD schools in the future, and provide the steps necessary to attain the vision. The Strategic Plan guides the district's Local Control and Accountability Plan (LCAP), which incorporates the goals of the Strategic Plan, and pairs actions with resources.

View Our [Strategic Plan](#)

Our Vision

Every student is a responsible, productive citizen in a diverse and competitive world.

Our Mission

Students graduate as globally competitive lifelong learners, prepared to succeed in a career and higher education institution of their choice to secure gainful employment and contribute to modern society.

Our Core Values

- **Equity:** Commitment to reducing the academic achievement gap by ensuring that all students have equal access to the opportunities, supports and the tools they need to be successful.
- **Achievement:** Students will be provided with a relevant, rigorous and well-rounded curriculum, with the expectation that all will be well prepared for a career and post-secondary education.
- **Integrity:** Communication and interaction among and between students, parents, staff, labor and community partners is defined by mutual respect, trust and support.
- **Accountability:** Commitment to transparency and ongoing review of data will create a culture focused on results and continuous improvement in a fiscally sustainable manner.

Our Goals

- College, Career and Life Ready Graduates Safe
- Emotionally Healthy and Engaged Students
- Family and Community Empowerment
- Operational Excellence

PERSONAL PROFILE

The Sacramento City Unified School District seeks a Superintendent who:

- Is dynamic, well-spoken role model and leader with initiative
- Is able to execute SCUSD's Strategic Plan, Goals and carry out our Vision
- Is rooted in Sacramento and passionate about our children's progress
- Has integrity, is ethical and honest
- Is open minded, approachable, active in the community and a good listener
- Understands and nurtures educational and political relationships
- Has a track record of trust in the Sacramento community
- Is comfortable in the board room, the capitol, city hall, business offices, all levels of education
- Is comfortable in union halls, NPOs and NGOs
- Has a respectful, transparent leadership style
- Knows how to draw statewide and national attention to SCUSD changes and innovations
- Garneres and keeps the respect of education partners and community groups
- Understands the will, determination and leadership skills needed to effect change in education
- Knows how to draw significant additional funding sources and programs to SCUSD

PROFESSIONAL PROFILE

The Sacramento City Unified School District seeks a Superintendent who:

- Has leadership experience in a large educational system with a diverse student population
- Holds a genuine belief that that all Sacramento City students can achieve excellence and move successfully into college or career
- Knows Sacramento, the culture and the educational system, and understands California laws
- Holds people accountable
- Is politically astute
- Knows our population, understands diversity, has cultural awareness, and can develop ongoing communication with parents, students and stakeholders
- Demonstrates a track record of success with union partners and treats employee groups with respect
- Has a track record of successful and authentic parent and student engagement
- Has experience in the classroom and understands how schools work
- Advocates for public education for all children in the larger political, social, economic, legal and cultural contexts
- Will adapt quickly and keep the single focus on our students, teachers and principals within the unique political context of Sacramento, as the state's capitol
- Has sensitivity to all of the needs of the community
- Will respectfully collaborate, communicate, engage, and empower others, both inside the organization and in the larger community

- Will have difficult and honest conversations around equity
- Understands what it is to be a parent and will actively engage with parents
- Brings a proven track record of improving performance at the middle and high school level for students
- Will address the equity and access issues in the district and will work to close achievement and opportunity gaps
- Respects and understands the role and responsibilities of the board of trustees and will coalesce staff to implement the vision of the board
- Conducts business in an open and transparent manner
- Has strong political savvy
- Understands, uses and supports technology in teaching, learning, management systems
- Understands and can use social media
- Has demonstrated success and understands the needs of English Language Learners and students with disabilities
- Has a track record of success in improving student attendance, achievement and opportunity
- Is innovative and creative in developing solutions to critical problems
- Has a high degree of personal integrity
- Has demonstrated success in building a commitment to achieving a shared vision, mission, core values, and key strategies that improve teaching and learning
- Places high value on, promotes and encourages professional learning communities and supports professional development
- Is the public face of the district

EXPERIENCE

- Has direct knowledge and experience, as a leader, in a large and diverse California school district
- Has a proven track record of program change and innovation in a major school district
- Has shown the courage to speak truth to power, and act accordingly

SELECTION PROCESS

The Board of Trustees has retained Leadership Associates to recruit qualified candidates. In conjunction with district staff, 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. The superintendent will be expected to begin as soon as he or she is able.

SALARY AND CONTRACT

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

THE BOARD OF EDUCATION

Jay Hansen, President, Board of Education Area 1
Jessie Ryan, First Vice-President, Board of Education Area 7
Darrel Woo, Second Vice-President, Board of Education Area 6
Ellen Cochrane, Board of Education Member Area 2
Christina Pritchett, Board of Education Member Area 3
Michael Minnick, Board of Education Member Area 4
Mai Vang, Board of Education Member Area 5
Natalie Rosas, Board of Education Student Member

The Sacramento City Unified School District is an equal opportunity employer

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- A letter of application
- A resume
- Three (3) current letters of recommendation

All materials will be acknowledged and treated confidentially.

APPLICATION

To Request an Application for the Sacramento City Unified School District Superintendent Position:

Send an e-mail to Becky Banning, Executive Assistant

bbanning@leadershipassociates.org

Phone : 805.364.2775

Lead Consultants:

Rich Thome

Kent Bechler, Ph.D

Leadership Associates

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Applications must be completed and returned via email by March 17, 2017, 5:00 PM