



Information for Applicants for the Position of SUPERINTENDENT

Santa Monica-Malibu Unified School District

A Dynamic Professional Opportunity

THE POSITION

The Board of Education of the Santa Monica-Malibu Unified School District invites highly qualified candidates with a strong record of success in leading and managing complex education organizations and improving student achievement to apply for the position of district superintendent. Our new superintendent will build on the strengths of our district and address the challenges that we face. The new superintendent will be able to identify and implement initiatives that will improve the performance of our schools and prepare all students throughout the District for success in higher education and/or a career with growth potential. A strong record of success in the areas of instructional leadership, financial management, and hiring and retaining a high quality staff will be essential. Successful professional experience in working in both high achieving and diverse systems will be important.

PROFESSIONAL PROFILE

The Santa Monica-Malibu Unified School District seeks a superintendent who:

- Has a proven track record of success as a school site and district leader
- Is a politically astute leader who recognizes the uniqueness of our communities
- Has strong communication skills
- Values the input and involvement of teachers in our decision-making processes
- Has a commitment to diversity, equity and social justice
- Possesses the skills and passion and will work with the Board, staff and stakeholders in continuing to implement the equity framework that has been launched within the District, the Social Justice Standards and American Culture and Ethnic Studies approach adopted by the Board along with furthering the District's commitment to project-based learning
- Has demonstrated success in improving the academic achievement level for all, including exceptional students at both ends of the achievement spectrum
- Will use the District's Strategic Plan and LCAP to build on strengths and address the

challenges facing the District, while considering new ways of meeting our needs

- Is able to establish collaborative working relationships with the Board, classified and certificated staff, their representatives, and our communities
- Has demonstrated success in working with local government, community partners, educational agencies, and an active volunteer parent community
- Will continue to recruit talented team members and provide them with growth opportunities
- Understands Basic Aid funding and establishes budgets and priorities to effectively use the many resources in the communities and District
- Has experience with bond referendums and facility improvements
- Values the work the District has been doing and has the skills to continue moving us forward
- Recognizes the value of the effective use of technology to improve teaching and learning
- Will recognize the implications of Malibu becoming its own district and work with the Board and staff to plan effectively for that transition

PERSONAL PROFILE

The Santa Monica-Malibu Unified School District seeks a superintendent who:

- Truly believes that every student is capable of achieving at high levels
- Will always keep student success as the major focus of the District's work
- Sees diversity as a great asset to be nurtured and developed
- Values the meaningful participation of students, staff, parents and community in the District's decision making processes
- Is approachable and recognizes the importance of being visible in schools and the communities
- Is a creative problem solver
- Has courage and a strong sense of doing what is right for students
- Values the importance of teamwork and collaboration
- Has effective communication skills (writing, speaking, listening), using technology to enhance the interactions with all education partners
- Has a record of success as a strong instructional leader, including an understanding of the needs of Special Education and English Learner students
- Has a passion for improving the achievement levels of all students
- Values professional development and continuous improvement for all

DESIRED EDUCATION/EXPERIENCE

- An educator with K-12 experience at both the school and district level at high achieving and diverse school districts
- Possesses a Masters degree, doctorate preferred
- Proven leader in advancing excellence through equity in education

- Strong record of partnering with civic and community groups
- Effective development and use of community, district, and state resources
- Superintendent experience preferred
- Bilingual preferred

SELECTION PROCESS

The Board of Education has retained Peggy Lynch, Rich Thome Chavez and David Verdugo 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 (3) current letters of recommendation

All materials will be acknowledged and treated confidentially.

THE DISTRICT

The Santa Monica-Malibu Unified School District is headquartered in Santa Monica and serves the diverse coastal communities of Santa Monica and Malibu. It is located in Los Angeles County and serves 9,200 students in Transitional Kindergarten through 12th grade in nine elementary schools, three middle schools, two comprehensive high schools, a continuation high school, a K - 8th grade alternative school and Project-Based Learning High School pathway. SMMUSD employs approximately 1,400 staff members. The district is also home to 11 early childhood education centers and an adult school. The first classroom opened with 52 students in March 1876. SMMUSD's annual budget for the 2021-22 school year is \$172 million.

SMMUSD is proud to be supported by the Santa Monica Education Foundation. The Education Foundation is an independent 501(c)(3) nonprofit organization that exists solely to raise funds for programs in SMMUSD, for Santa Monica schools. Each year, annual donations and the Ed Foundation's endowment fund millions of dollars of programs for students, including visual and performing arts, STEM, instructional assistants, student wellness, library support and other enrichment programs. A similar foundation is in the formation stages to support Malibu schools. In the interim, parent organizations at each of the Malibu Pathway schools diligently raise funds

to support the District programming for Malibu students, including instructional assistants, art programs, STEM, and other programming.

U.S. News and World Report has named both Santa Monica High School and Malibu High School as Top High Schools in the nation and state, reporting Samohi with a ranking of 914 in the nation and 134 in the state, and Malibu High School with rankings of 817 and 125, respectively in 2019.

Extra-curricular programs, including visual and performing arts and athletics at the high school level, are focal points within each campus. Students begin their visual and performing arts instruction in elementary school and access continues through high school.

Students attending Santa Monica High School and Malibu High School have a graduation rate of about 95%, with the majority of students moving forward with post-secondary education options. The district implemented California State Standards in the 14-15 school year with an emphasis on college and career readiness. The district has a robust Career Technical Education program, along with a growing Science, Technology, Engineering and Math (STEM) pathway to meet the demands of 21st century careers.

Students and families can feel confident knowing that all campuses are safe environments and that safety and security of students and staff is the top priority of SMMUSD.

The communities of Santa Monica and Malibu have approved school bonds in recent years for the modernization, technology and safety updates of schools. Measure BB was approved in 2006 for \$268 million and Measure ES in 2012 for \$385 million. Measure SMS for \$485 million was passed in Santa Monica and Measure M for \$195 for Malibu in 2018. Local voters also passed Measure Y/YY in 2010 and Measure GSH/GS in 2016, along with Measure R parcel tax in 2008. The district appreciates the support of the communities it serves.

The SMMUSD Mission Statement: "Extraordinary achievement for all students while simultaneously closing the achievement gap".

THE COMMUNITIES

Santa Monica is a coastal community covering 8.3 square miles of both commercial and residential properties, including corporate headquarters, entertainment centers, hotels, tourist attractions and shopping, on the westside of Los Angeles County. It is a diverse and vibrant city with a population of over 91,000 and has easy access to major freeways and airports.

Malibu has 21 miles of coastline with a population of 13,000. The City, which was incorporated in 1991, is bounded by Topanga Canyon, the Santa Monica Mountains, the Pacific Ocean, and Ventura County. It is known for its beaches, environmental stewardship, outdoor recreation, and is the home to many people connected to the entertainment industry.

THE BOARD OF EDUCATION

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*Santa Monica-Malibu Unified School District
is an equal opportunity employer*

APPLICATION

**To Request an Application for the Santa Monica-Malibu Unified School District
Superintendent Position:**

E-mail: sfairrington@leadershipassociates.org

Phone (916) 520-4951

Leadership Associates

Dr. Peggy Lynch, Rich Thome Chavez, Dr. David Verdugo, Consultants
449 W. Foothill Blvd., #427
Glendora, CA 91741

Applications must be completed and returned via email by 5:00 PM on April 7, 2023