

## **Berkeley Unified School District Criteria for Selection of Superintendent**

Berkeley Unified School District is at the center of a vibrant and diverse community, surrounded by one of the most intellectually and culturally rich regions in the United States. The District is responsible for educating more than 9,000 students. The District is proud of its schools and classrooms which offer an engaging and culturally relevant curriculum that builds on students' interests and abilities. It also places a high value on continuing to provide enriched learning environments and a comprehensive system of supports to address the needs of each student.

After seeking input from its Board members, parents, staff, students, and community via focus groups, interviews, and an online survey, the Board of Education of the Berkeley Unified School District seeks a visionary educational leader who will work collaboratively with the Board, community and staff to facilitate implementation of shared goals. The ideal candidate will possess the strengths and characteristics listed below.

### **An instructional leader who has a proven track record of demonstrating the ability to:**

- Advocate, address and articulate the needs of ALL students based upon the whole child model through teaching and learning;
- Realize the District's vision for teaching and learning with parents, employees and the community especially as it relates to closing the achievement gap;
- Develop and implement multifaceted and challenging instructional programs to meet the needs of ALL students with a particular focus on underperforming students;
- Identify evidenced based best practices both internal and external to the District and support consistent implementation district wide;
- Negotiate the tension between the use of instructional time for the core curriculum standards and enrichment classes;
- Use data to inform instruction, identify priorities, and measure the success of programs; and
- Understand curriculum, instruction, and successful practices in Pre-Kindergarten through Adult Education programs.

### **An effective communicator who will:**

- Articulate deeply held passionate beliefs about inequalities and closing the achievement gap;
- Address competing interests effectively without losing sight of the District's achievement goals;
- Make specific efforts to develop a strong ongoing relationship and communicate with the African-American and Latino communities; and
- Model excellent communication skills that include the ability to listen respectfully.

**A manager who:**

- Aligns and marshals resources in support of the District's vision for student learning;
- Expects all members of the school community to achieve high performance;
- Fosters communication district wide to enhance coordinated services among the various departments;
- Implements and monitors accountability systems to improve employee and overall system performance;
- Understands the dynamics of an organization and is able to organize, delegate, supervise and hold individuals and groups accountable while working as part of a team; and
- Values the role technology serves to improve student outcomes and improve the overall functionality of the District.

**An individual who has the experience and ability to:**

- Reflect the unique qualities of Berkeley and become an active member of the community;
- Develop and expand strong and healthy working relationships and partnerships with organizations both within and outside of the District that benefit the educational success of ALL students;
- Inspire a love of learning and promote the value of lifelong learning through instructional leadership;
- Positively interact with the cultural and political nuances of Berkeley and maintain and expand community wide support for the School District;
- Work in a district with local tax measure support and/or actively advocate for the passage of local tax measures;
- Successfully close the achievement gap; and
- Work with and negotiate with labor associations seeking mutually beneficial solutions.