



**Information for Applicants for the Position of  
SUPERINTENDENT  
Berkeley Unified School District  
A Dynamic Professional Opportunity**

**THE POSITION**

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

**PROFESSIONAL PROFILE**

The Berkeley Unified School District seeks a superintendent who:

- **Is an instructional leader who has a proven track record of demonstrating the ability to:**
  - Address the needs of ALL students based upon the whole child model of teaching and learning
  - Articulate the District's vision for teaching and learning with parents, employees and the community, especially as it relates to closing the achievement/opportunity gap
  - Develop and implement multi-faceted 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 tensions 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
  - Understand curriculum, instruction, and successful practices in Pre-Kindergarten through Adult Education programs
- **Is an effective communicator who will:**
  - Articulate deeply held passionate beliefs about inequalities and closing the achievement/opportunity gap
  - Address competing interests effectively without losing sight of the District's goals
  - Make specific efforts to develop a strong ongoing relationship and communicate with the African-American, Latino and immigrant communities
  - Model excellent communication skills that include the ability to listen respectfully
  - Lead development of a strategic plan for the District
- **Is a manager who:**
  - Aligns and marshals resources in support of the District's vision for student learning
  - Expects all members of the district staff 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
  - Values the role technology serves to improve student outcomes and improve the overall functionality of the District
  - Has experience negotiating complicated bargaining agreements with multiple labor associations

- Has experience containing special education costs while maintaining quality of service

## PERSONAL PROFILE

The Berkeley Unified School District seeks a superintendent who:

- Understands the unique qualities of the Berkeley community and schools and is eager to become an active member of the community
- Develops and expands strong and healthy working relationships and partnerships with organizations both within and outside of the District that benefit the educational success of ALL students
- Inspires a love of learning and promotes the value of life-long learning through instructional leadership
- Interacts positively with the cultural and political nuances of Berkeley and maintains and expands community-wide support for the School District
- Inspires, motivates, coaches, and mentors others
- Is receptive to change initiatives and evidences ability to lead change
- Is innovative and willing to take calculated risks

## QUALIFICATIONS

- Experienced in the U.S. public education system. (Required)
- As a condition of employment at the time of signing the contract, the successful candidate must be eligible for California superintendency. (Required)
- Experienced in a district with local tax measure support and/or has actively advocated for the passage of local tax measures. (Preferred)
- Experienced or familiar with a personnel commission (merit district) system. (Preferred)

## SELECTION PROCESS

The School Board has retained Consultants Drs. Sally Frazier, Eric Andrew 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

A competitive salary, and excellent comprehensive benefits package will be offered based upon experience, qualifications and profile criteria.

## 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

Since the founding of the University of California, Berkeley in 1868 and the establishment of Berkeley's first high school in 1879, Berkeley's community has been proud to be a leader in public education. In

1968, the Berkeley Unified School District was one of the first school districts in America to desegregate without a court order. What you should know about our District:

- Students are our priority.
- We take pride in our diversity.
- We hold high expectations for ourselves and our students.
- We treat each other with respect and act with integrity.

Berkeley Unified is responsible for educating more than 9,400 individual students in 11 public elementary schools, 3 middle schools, one comprehensive high school, and an alternative high school. In addition, the district has 3 preschool facilities and an Adult School serving several thousand students each year. With a tradition of excellence rooted in a vibrant community, Berkeley Unified alumni have become national and international leaders in business, civic society, politics, academia, sports and the arts. Students and staff in Berkeley Unified come from a wide variety of ethnic and socioeconomic backgrounds, surrounded by one of the most intellectually and culturally rich regions in the United States.

The Mission, Vision, Values, and Goals of Berkeley Unified are encapsulated in the four E's:

- Excellence
- Equity
- Engagement
- Enrichment

***Excellence** in Learning, in Teaching, and in Service to our Students and Families*

***Equity** in Access, in Resource Allocation, and Educational Outcomes*

***Engagement** with Parents, Guardians, Families, and Community*

***Enrichment** in Curriculum with Music & the Arts, Libraries, Gardens & Nutrition, Science & Health, Physical Education & Sports*

### Parent and Community Involvement

The Vision for BUSD is one in which parents, family, and community are an integral part of each school. When parents and families get personally involved in education, their children do better in school and grow up to be more successful in life. This is why Berkeley has dedicated resources and specialized staff to support the home-school partnership and to give all parents/guardians access to understanding opportunities and services available for their children.

### Public Support

Over the past 33 years, the Berkeley Unified School District's ability to provide well-rounded educational resources and opportunities to all students has been significantly boosted by the generous financial support of local taxes that augment the General Fund for specific purposes.

Berkeley voters have overwhelmingly supported the [Berkeley Schools Excellence Program \(BSEP\)](#), a special local tax first adopted in 1986 and renewed consistently since then, most recently as Measure E1 in 2016 which passed with 89% voter approval. (BSEP Measures 1986, 2004, 2006, 2016)

Berkeley voters are as committed to the safety and modernization of school and district facilities as to the students and educational programs they house, most recently evidenced in the renewal of a maintenance special tax and a new facilities bond in 2010.

- Facilities Bonds (1992, Measure BB of 2002, Measure I of 2010)
- Maintenance Parcel Tax (Measure H of 2010)

### Very Low Class Size

Berkeley Public schools have among the lowest class sizes in the state. Thanks to the BSEP tax measure Berkeley has maintained small class sizes. The BSEP Measure of 2016 set the class size goal for elementary K-5 class at 23:1 school-wide.

- All Berkeley elementary schools have fewer students than the state average of 525 students — in fact the Berkeley average is 375.
- The average student-teacher ratio in academic classrooms in the middle school is less than 28:1.
- The average student-teacher ratio in academic classrooms in the high schools is 28:1.

Because the Berkeley community recognizes that public education is the cornerstone of a productive, creative, and healthy society, all of our schools’ benefit from the generosity of monetary and in-kind donations, including the support of a Berkeley Public Schools Foundation, school PTA’s and other community partners. The generosity and commitment of our supporters and many funding and volunteer organizations enhance each child’s education in the Berkeley Public Schools.

### 2020 Vision

In 2008, Berkeley Unified joined forces with the City of Berkeley, the University of California, Berkeley, Berkeley Alliance, and several community partners to approve the 2020 Vision for Berkeley’s Children and Youth. The vision was created to address the longstanding achievement gap between different student populations in the Berkeley Unified School District and to ensure the health and well-being of all of its students, regardless of race. The 2020 Partnership has encouraged a new level of citywide collaboration and agreement around targeted priorities and use of resources. The current shared priorities focus on key areas that affect student success: Kindergarten Readiness, Proficient Readers by Third Grade, Attendance, Math Achievement, and Career and College Readiness.

To learn more about the District please see the most recent edition of [Berkeley Unified School District’s Community Report for 2018-19](#).

## THE COMMUNITY

The Berkeley Unified School District is located in the City of Berkeley in Alameda County. We are famous around the globe as a center for academic achievement, scientific exploration, free speech and the arts!

Berkeley is a constantly changing mix of long-time residents and new neighbors. [Visit this page to learn more about the Community of Berkeley](#).

## THE SCHOOL BOARD

Judy Appel, President  
 Beatriz Leyva-Cutler, Vice President  
 Ty Alper, Director  
 Ka’Dijah Brown, Director  
 Julie Sinai, Director

*The Berkeley Unified School District is an equal opportunity employer.*

## APPLICATION

**To Request Application Materials for the Berkeley Unified School District Superintendent Position:**  
 Send an email to Becky Banning, Executive Assistant [bbanning@leadershipassociates.org](mailto:bbanning@leadershipassociates.org).

### **Deadline Extended:**

**Applications must be completed and returned via email by 5:00 P.M. on March 20, 2019.**

#### **Consultants:**

**Sally Frazier, Ed.D.      Eric Andrew, Ed.D.      David Verdugo, Ed.D.**

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