

The Board of Trustees of the **Pacifica School District, Pacifica, California**, is seeking a highly qualified, fully certified, educational leader to serve as **Superintendent**. The Board wishes to have the successful candidate assume the responsibilities of the position **July 1, 2023**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, in collaboration with the **California School Boards Association**, has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Trustees in identifying and screening the candidates.

Enrollment: 2,811 students

Location: 15 miles south of San Francisco

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The Board recognizes that selecting a superintendent is one of the most important decisions it will make. The Board developed the following desired characteristics.

1. Educational Leader

An effective educator who is visionary, innovative, and classroom centered in their commitment to student excellence and achievement. The next superintendent needs to be skilled in clearly articulating academic goals for the district and each school site. As the district lead learner, the individual must know how to implement research-based practices of the science of reading and writing and be able to implement effective, culturally relevant curriculum and instruction. This individual must understand the unique and diverse needs of students, including our underserved and most vulnerable youth and families. Pacifica School District is looking for an educator who possesses current experience and knowledge when assessing and adjusting the curricular programs as needed across all content areas. As an educational leader, the individual knows the importance of, how to develop and implement intervention systems that provide students who struggle with more opportunities to master content. As the district educational leader, the selected candidate is able to develop and implement an aligned teacher and staff professional development program to further academic goals. This leader must demonstrate the ability and emotional intelligence to make tough decisions that will be required while providing a balance of support and accountability for all responsible educators.

2. Community Leader

A community-centered leader who demonstrates authentic passion and commitment to being visible in the schools and engaged with the community in a meaningful and discernible way. This leader must demonstrate skills in effective problem-solving and conflict resolution through strong and compassionate relationship-building strategies. This person can competently engage diverse cultures, enjoys engaging with different people, and effectively listens to diverse perspectives. This leader has demonstrated a

strong level of trust in the community. The next superintendent is a person who invites the community to be involved with the schools and focuses on reaching all families in the community.

3. **Equity Leader**

An **educational equity leader** who has the moral compass and courage to act upon all decisions through an equity lens. This leader must be passionate, yet emotionally intelligent in the demonstration of intentional and strategic leadership driven by data and research to systemically address educational equity gaps. This leader is a culturally proficient person who values diverse cultures and ethnicities, assesses their needs, and responds effectively. This leader actively engages in the interruption of policies, practices, and structures that perpetuate institutional racism and all forms of oppression. This superintendent is expected to be student-centered by empowering students, families, and the community to be involved in the decision-making process while modeling behaviors that foster a safe space for all stakeholders to engage in the educational equity work of the district.

4. **Effective Manager**

A **visionary and creative leader** who has the ability to effectively interact with all district partners in order to continue to move and improve educational initiatives that serve our students and families. The Superintendent demonstrates operational expertise and the ability to implement long-range educational and fiscal plans that benefit students. This expertise includes experience in bond management and workforce housing. This leader demonstrates strong team-building skills and empowers other leaders by developing their knowledge and skills, delegating responsibilities, building leadership from within, and providing ongoing professional development and guidance. This person is an influential problem solver in the arenas of fiscal management, collective bargaining, facilities, and other operational functions of the District. They have strong management skills and enthusiastically approach the daily operations of the district with flexibility in addressing the pressing issues of the day. They are a decision maker who can evaluate a situation and make the tough call after careful consideration. This leader can successfully multitask while keeping at the forefront of big-picture projects.

5. **Effective Communicator**

A **communicator and collaborator** who can demonstrate the ability to communicate clearly, consistently, and with purpose. The superintendent listens to, reflects upon, and works to incorporate the thinking of others before making any final decisions. This leader has strong verbal, written, and digital communication skills and is accessible to all including those with differing opinions. This Superintendent must be an inclusive leader demonstrating cultural proficiency in collaboratively bringing diverse groups and individuals together while managing the dynamics of differences and change. This leader is a team builder who is able to bring people together to establish and maintain trusting, transparent, inclusive, and respectful relationships with the Board, administration, staff,

teachers, students, parents, and community. This leader has demonstrated a willingness, understanding, and ability to engage others in difficult conversations about educational equity, including what is necessary for all students to achieve and feel safe. The leader must be an experienced problem-solver who effectively implements an inclusive decision-making process with strategies to monitor the impact of actions.

Preferred Skills

- Successful teaching and administrative experience at the site, district, and executive cabinet-level
- Has a strong working knowledge of best business practices and budget development
- Holds a Doctorate in their chosen field

Search Timeline:

- Closing date for applications: **March 30, 2023 (11:30 p.m. central time)**
- Board of Trustees selects finalists to interview: **April 14, 2023**
- Interviews with the Board of Trustees: **April 21-22, 2023**
- Selection of new Superintendent: **May 10, 2023**
- Start date: **by July 1, 2023**

***More info can be found at www.macnjake.com**