

in curriculum development, program evaluation, and program planning, which will result in improving academic achievement

- Will work openly with the board to ensure that the governing board receives appropriate, timely, and accurate information, advice, and recommendations necessary to make informed decisions
- Is knowledgeable and experienced in managing district finances and resources in a responsible manner
- Supports technology and understands its applications in education and management of the school district
- Understands collective bargaining and the value of a positive professional relationship with employee organizations and has a demonstrated record of developing and sustaining positive relations with all employee groups
- Has the ability to select, motivate, train, and retain outstanding staff members
- Successfully pursues and develops close working relationships with public agencies in joint projects and community partnerships to provide additional resources and programs to the school district

Application Procedures

All applications will be held strictly confidential. Each applicant is requested to follow the procedures listed below. Those applicants wishing additional information should contact the adviser at CSBA (916) 669-3297. For duplication purposes, please do not bind application materials.

Applications are to be sent to:

Lodi Unified School District
c/o Dr. Elaine Collins and
Dr. Wendell Chun, Adviser
California School Boards Association
3100 Beacon Blvd., Suite Lodi
West Sacramento, CA 95691

All applicants must provide the following items by the closing date, **June 4, 2008 (5:00 p.m.)**, to be considered:

- A completed *Application Information Form*. (Please complete as instructed; do not complete by stating “see attached résumé”) The *Application Information Form* and brochure may be downloaded via CSBA’s Web page at www.csba.org/es
- A personal letter of application stating reasons for interest in the Lodi Unified School District superintendent position
- A résumé providing biographical background information about educational preparation, experience, and achievements
- A placement file and/or five (5) current letters of professional references describing the applicant’s performance in previously held positions

It is the applicant’s responsibility to arrange to have placement papers or reference letters forwarded in time to meet the **June 4, 2008 (5:00 p.m.)** deadline. Additional brochures may be requested by calling the CSBA 24-hour *Brochure Request Line* at (916) 669-3296.

Selection Procedure

A professional screening committee will evaluate the qualifications of each applicant. The board and the screening committee will use the described criteria during the screening, interviewing, and final decision-making process. After receiving and studying the report of the screening committee, the board will select and interview the top candidates.

The board will select candidates for the final interviews, conduct the interviews, and select the superintendent. Any applicant who contacts a member of the board with the intent of influencing the board’s decision will be disqualified.

Travel expenses for candidates will be the responsibility of the candidate.

Salary and Contract Terms

The Lodi Unified School District Board of Trustees will offer a competitive and negotiable salary, plus fringe benefits. The Board will offer a multi-year contract.

It is the candidate’s responsibility to provide the district with employment eligibility and verification of citizenship in compliance with the Immigration Reform and Control Act.

Board of Trustees

	Term Expires
Ken Davis, President	2008
Richard Jones, Vice President	2010
Harvey Bills, Sr., Clerk	2008
Bonnie Cassel, Member	2010
Peter Johnson, Member	2008
Jeff Thompson, Member	2010
Calvin Young, Member	2010

Applications Close

June 4, 2008 - (5:00 p.m.)

Interviews

Interviews are tentatively scheduled for June 21 and 22, 2008.



Educating Students for Success



is seeking a superintendent

San Joaquin County

The Position

The Board of Education of Lodi Unified School District invites candidates to apply for the position of Superintendent of Schools. The Board is seeking a visionary and strong leader with excellent communication and interpersonal skills.

The ideal candidate will be someone who possesses an outstanding curriculum and instruction background and has demonstrated success in improving student achievement and closing the achievement gap. The new Superintendent should have a record of fiscal responsibility and ability to work effectively with all segments of a diverse school community.

The successful candidate will also be someone committed to becoming highly visible and involved in the Lodi, North Stockton, and rural communities, schools, and district worksites.

The Community

Encompassing 350 square miles, Lodi Unified School District serves three different communities: The city of Lodi, the northern portion of the city of Stockton, and the rural agricultural areas that surround them.

Lodi, located on the south bank of the Mokelumne River, is a beautiful valley community of 62,000 people. North Stockton is an area that has experienced recent growth, much of it around the beautiful Oak Grove Regional Park.

Both communities are family centered with year round youth sports programs, beautiful parks, cultural events, excellent after school programs, and an abundance of shopping centers. The surrounding rural communities of Lockeford, Clements, Acampo, and Victor are home to thousands of acres of vineyards, orchards, and rich agricultural fields. A designated wine trail winds its way through the scenic countryside and past the many wineries that produce world class Lodi wine.

Lodi Unified School District lies in the heart of the river delta formed by the Mokelumne, San Joaquin, and Sacramento Rivers. Forty minutes from the state capital, the district is located within an hour or two of ocean beaches and mountain recreation. For rich cultural and cosmopolitan experiences, Stockton, Sacramento, and the San Francisco Bay area have much to offer. Yosemite National Park and Lake Tahoe are each only 2 ½ hours away.

Nearby universities include California State Universities at Stanislaus and Sacramento, as well as San Joaquin Delta College, University of the Pacific, and UC Davis.

The District

Lodi Unified School District serves a diverse and dynamic student population of 30,277 students in kindergarten through grade 12. There are 50 school sites, including four comprehensive high schools, an early college high school (in partnership with San Joaquin Delta College), two continuation high schools, five middle schools, one K-8 school, one 7-8 community day school, one GATE school, 32 elementary schools, two independent schools, and one children's center/pre-school. The diversified student body includes 37 percent Hispanic, 29 percent Caucasian, 9 percent African-American, and 24 percent Asian students. They are served by 1,867 certificated and 1,353 classified employees. The district has a general fund budget of \$269 million.

Several Lodi Unified Schools have been recognized as California Distinguished Schools. For 2008, Julia Morgan Elementary School and Ellerth Larson Elementary School have been recognized as California Distinguished Schools. The District API for 2007 is 710. Lodi Unified School District, however, is currently in year three Program Improvement according to state and federal regulations.

Special district programs include an extensive AVID program, career-tech programs, and an expanding advanced placement program. The district delivers its own comprehensive special

education services. The core academic program is supported by elementary-level music and physical education specialists. Elementary, middle school, and high school counselors help students throughout the year.

School facilities are a source of pride in Lodi Unified School District with the last two school bonds passed by the community. There are currently several on-going school construction and modernization projects.

Please visit our district Web site at www.lodiusd.net to learn more about our schools and our district.

Mission Statement

Lodi Unified School District will ensure the best education for students to be successful in life.

Core Values

We value:

- Every student
- High student achievement and accomplishment
- Parents as partners
- Diversity
- Contributions and commitments of teachers and all staff as educators
- Truth, honesty, and respectful communication with each other

Selection Criteria

The following criteria represent standards to be used in the evaluation of applications and in the selection of the superintendent.

Professional Experience and Preparation

- Master's degree and Administrative Credential required
- Experience as a superintendent desirable
- Experience as a deputy, associate, or assistant superintendent required
- Classroom teaching experience required, preferably at various levels K-12

Personal Characteristics

- Is honest, trustworthy, fair, and has the highest level of integrity and ethics
- Is a strong leader who is able to listen to and collaborate with staff and community, but still make and stand by tough decisions
- Has excellent communication skills; demonstrates open and honest communications with the board, staff, and community
- Creates a district climate of cooperation and collaboration
- Is a people person with strong public and interpersonal skills and a sense of humor
- Is accessible and easily approachable by students, staff, employees, community, and board members
- Has leadership skills that challenge and motivate others to achieve high levels of performance
- Is a team builder who recognizes the abilities and contributions of all district staff and motivates them toward excellence
- Is sensitive and responsive to the educational needs and concerns of various ethnic, cultural, special needs, and socioeconomic groups
- Has a high level of energy and motivation; is proactive, organized, with a strong work ethic, and professional demeanor
- Is highly visible and active in the community, schools, and worksites
- Is committed to the Lodi Unified School District and the district communities

Professional Skills and Abilities

- Is an instructional leader with a vision of where the district might go and what the district might become; has the ability to articulate the vision, incorporate other points of view, build a consensus to support it, and to decisively lead the district
- Has excellent knowledge of K-12 curriculum and understands current education theory, instructional techniques, best teaching practices, and curricular standards and expectations
- Has a commitment to academic excellence, a record of increasing student achievement, and success in closing the achievement gap
- Is an effective change agent who has expertise in working with Program Improvement (PI) schools