



East Side Union High School District



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VISION

We provide an educational experience that enables all students to reach their highest potential.

MISSION

Our mission, in partnership with families and community, is to educate students and prepare them for the future in a safe and engaging environment.

East Side Seeks a Superintendent

The East Side Union High School District (ESUHSD), established in 1950, serves over 24,000 students in grades 9-12 at 11 comprehensive high schools, five alternative education sites, seven child development centers and six independent charter schools. The district offers a robust career technical education program through its magnet programs, CA Academies, and an ROP JPA. The Adult Education Program serves an additional 8,100 students. The district has the fourth largest high school student enrollment in the state and the largest in northern California.

Located in the city of San Jose, Santa Clara County (Silicon Valley), the district encompasses 180 square miles, which geographically parallels approximately 14 miles of the East foothills of the valley. Within this East Side Community of San Jose there are 161,092 households with a population of 574,502 residents. Seven feeder elementary districts send students to the district's high schools. The community of this urban school district prides itself on its ethnic and cultural diversity. It is considered an ideal community because of its appealing climate, geographical location and proximity to cultural centers and numerous institutions of higher-learning. Over the past 20 years, the community has been very supportive of the district by passing three Bond Measures, totaling nearly \$900 million dollars for the

modernization of its schools. The district is currently in Phase-2 of Measure E, a \$349 million bond measure passed in 2008. In addition to the Bond Measures, the district has completed a solar energy project that will generate \$43 million in energy savings over 25 years. The 7.1 megawatt system is installed at 13 sites and is the largest K-12 solar installation in the United States.

Student ethnic composition includes 45.7% Hispanic, 30.89% Asian, 9.45% Filipino, 8.27% White, 3.45% African American, 0.77% Pacific Islander, and 0.36% Native American. Over the past twenty years, the Hispanic and Asian student population has nearly doubled and is expected to continue growing. While there are over 30 spoken languages in the East Side, English, Spanish and Vietnamese are predominant. With an API of 749 for the 2010-11 school year, the district has demonstrated growth every year since the implementation of the California Schools Accountability Act in 2002. The district has, however, entered Program Improvement under the No Child Left Behind Act. In a landmark decision, the Board of Trustees in November 2010 passed the "a-g" course requirements of the University of California as the district's default curriculum. This bold and necessary step, preparing students for college and career success, has moved the district closer to closing the academic/racial achievement gap.



*Academic, personal
and social success
for each and every
student.*

East Side Union High School District seeks a Superintendent who:

- Has highly successful high school principal and superintendent experience in California K-12 public education.
- Is strongly committed to a “student first” philosophy in all decisions.
- Possesses the leadership skills required to respond to the challenges and opportunities of all students in an ethnically, linguistically and culturally diverse community.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Is capable of leading innovation and reform efforts.
- Has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and community.
- Provides leadership in the planning, implementation, and assessment of relevant professional development for all staff members.
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- Is a strong communicator; speaking, listening and writing.
- Possesses excellent people skills and presents a positive image of the district.
- Has experience dealing with employee representative groups/unions.
- Has a track record as a collaborative leader who makes sound decisions.
- Is able to delegate authority appropriately while maintaining accountability.
- Has knowledge of and successful experience in sound fiscal practices and management of district resources, including appropriate participation of others in planning and decision-making.
- Works cooperatively with the board and keeps members informed.

APPLICATION INFORMATION

Compensation

The salary will be in the range of \$235,000, plus a comprehensive benefits package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications, and Board criteria.

Selection Process

All materials submitted as part of the superintendent application will remain confidential to the extent allowed by law. After all applications have been reviewed and preliminary interviews have been conducted by the consulting firm, the names of the semifinalists will be presented to the East Side Union High School District Board of Trustees for its consideration. Selection of candidates for final interviews is the sole responsibility of the Board. Board members may elect to visit the communities of finalists for the position of superintendent.

Application Process

The Board has engaged the services of Ray and Associates, Inc., as consultants in this search. **Please do not contact East Side Union High School District.** All inquiries about the position and the application process must be directed to Ray and Associates, Inc.

All interested and qualified candidates should submit their application materials by April 3, 2012.

Apply Online:

www.rayassoc.com

Questions should be directed to:

Ray and Associates, Inc.