



**Information for Applicants for the Position of  
SUPERINTENDENT**

**San Dieguito Union High School District**

**A Dynamic Professional Opportunity**

THE POSITION

The Board of Trustees of the San Dieguito Union High School District invites highly qualified educational leaders to apply for the position of district superintendent.

PROFESSIONAL PROFILE

The San Dieguito Union High School District seeks a Superintendent who:

- Possesses a strong understanding of curriculum and instruction and believes academic excellence is for every student in the district
- Understands and can work effectively in a sophisticated, highly professional district
- Understands the skills students will need in the 21st century and will lead the District in that direction
- Is responsive to the educational needs of a diverse population
- Will lead and mentor the district leadership team
- Has a working knowledge of all departments and will delegate effectively
- Will be visible and active in the community and its schools
- Is politically astute
- Will attract, hire and motivate bright, creative and competent staff
- Will work effectively with the Board of Trustees providing appropriate information, advice and recommendations
- Is approachable and is a good listener

- Can communicate with people of all socioeconomic positions
- Is skilled in conflict resolution
- Is knowledgeable and skilled in Common Core State Standards
- Understands and is knowledgeable of Special Education legislation and programs
- Believes in teacher professionalism and involvement
- Will encourage participation of staff and community
- Seeks professional development opportunities for self and staff
- Has a strong track record in school finance
- Is experienced in school construction and public financing
- Is willing to live within or near the community

## PERSONAL PROFILE

The San Dieguito Union High School District seeks a Superintendent who possesses:

- The ability to build strong relationships both internally and externally
- A strong work ethic
- Outstanding leadership and management skills
- Strength of character
- Courage
- Outstanding communication skills
- A sense of humor
- Energy and enthusiasm
- Technology skills

## DESIRED EDUCATION/EXPERIENCE

- Experience as a Superintendent is preferred
- High school experience is desired

## SELECTION PROCESS

The Board of Trustees has retained Dr. David Verdugo, Dr. Marc Ecker and Dr. Kent Bechler, 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

The salary will be competitive and based upon qualifications and experience. A multi-year contract will be considered.

## APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form.
- A letter of application.
- A resume.
- Three (3) current letters of recommendation.

All materials will be acknowledged and treated confidentially.

## THE DISTRICT

The award-winning San Dieguito Union High School District is one of the nation's finest districts, offering a wealth of academic and extracurricular opportunities in which its students can engage and excel. The SDUHSD educates students from the coastal North San Diego County communities of Cardiff-by-the-Sea, Encinitas, Leucadia, and Olivenhain in the City of Encinitas; the cities of Del Mar and Solana Beach; the community of La Costa in the City of Carlsbad; the community of Carmel Valley in the City of San Diego; and the communities of Rancho Santa Fe and Fairbanks Ranch.

Located in the North Coastal area of San Diego County, the highly regarded school district of approximately 13,000 students has ten schools, which include four middle schools, two traditional comprehensive high schools, two comprehensive high schools of choice, and two alternative high schools. It also has an adult education program. Students come from five excellent elementary districts: Cardiff, Del Mar, Encinitas, Rancho Santa Fe, and Solana Beach.

High academic achievement is emphasized at all schools and students consistently score high on state and national assessments. The district has one of the highest percentages of students in the state who meet the requirements for entrance into the University of California system. All schools have earned recognition as State Distinguished and/or National Blue Ribbon Schools. The staff is highly trained with curriculum experts. The district supports staff as they innovate in teaching methodologies and assessment techniques. Offerings serve a diverse population of students in Advance Placement courses, AVID, GATE, comprehensive English Language Development programs, and special education. A strong strategic plan guides the work of the district.

The district operates on an annual budget of approximately \$100 million dollars.

For more information about San Dieguito Union High School District, visit the website at [www.sduhsd.net](http://www.sduhsd.net)

THE BOARD OF TRUSTEES

*Beth Hergesheimer, President*  
*Joyce Dalessandro, Vice President*  
*Amy Herman, Clerk*  
*Maureen "Mo" Muir, Member*  
*John Salazar, Member*

*The San Dieguito Union High School District  
is an equal opportunity employer.*

APPLICATION

**To Request an Application for the San Dieguito Union High School District Superintendent Position:**

e-mail: [lhunt@leadershipassociates.org](mailto:lhunt@leadershipassociates.org)

Phone (760) 771-4277

**Leadership Associates**

David Verdugo, Ph.D, Marc Ecker, Ph.D, and Kent Bechler, Ph.D, Consultants  
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La Quinta, CA 92253

e-mail: [lhunt@leadershipassociates.org](mailto:lhunt@leadershipassociates.org)  
[www.leadershipassociates.org](http://www.leadershipassociates.org)

**Applications must be completed and returned via email by August 8, 2016, 5 p.m.**