

Oakland Unified School District *Seeks a Superintendent of Schools*

The Oakland Unified School District (OUSD) is proud to educate over 46,000 students in 142 schools, 32 of which are District authorized charter schools. At OUSD, our mission is to ensure that all students graduate as caring, competent and critical thinkers as well as fully-informed, engaged and contributing citizens, prepared to succeed in college and career. The three core values which support this mission are achievement, equity and accountability. Our principal area of focus as we pursue our mission is high-quality instruction that results in student learning in every classroom.



A city rich in history, Oakland is also one of the most diverse cities in the world and takes great pride in its dynamic neighborhoods. The largest urban center in the East Bay, Oakland is a major West Coast port and home to the headquarters of Kaiser Permanente, Clorox, Dreyer's and Cost Plus World Market. Oakland has temperate weather, numerous outdoor attractions, museums, and a 525-acre zoo. We are also the only city in California to have a professional football, basketball and baseball team.

Over the past four years, the Oakland Unified School District has been California's most improved, large urban school district – adding 73 points to its Academic Performance Index (API) score during that time. OUSD is also one of the nation's most diverse school districts. Forty-four different languages are spoken in the homes of Oakland Unified students. Since 2003, Oakland has nearly doubled the number of graduates qualified to enter the UC/CSU system. Among Latino and African-American students that percentage has more than doubled.

OUSD has received national recognition in recent years for its strategic initiatives. These initiatives support our focus on high standards of teaching and learning and high standards of service to our schools and include:

- A data-driven school culture
- A central office culture of service excellence and continuous improvement
- Site-based decision making
- Small, personalized learning communities
- School quality and choice
- Partnership with our community

For more information about the district, please visit www.OUSD.k12.ca.us



OUSD Mission:

To ensure that all students graduate as caring, competent and critical thinkers as well as fully-informed, engaged and contributing citizens, prepared to succeed in college and career.



Oakland Unified School District Seeks a Superintendent Who Possesses the Following Characteristics

Personal

- Will inspire trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.

Instructional

- Is strongly committed to a “student first” philosophy in all decisions.
- Has demonstrated the ability to enhance student performance and to use research, especially in identifying and closing or narrowing the gaps in student achievement.

Political

- Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community.
- Demonstrates effective communication skills to include speaking, listening and writing within a diverse community.
- Has successful experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and community.
- Is able to build consensus and commitment among individuals and groups with emphasis on parental involvement.

Managerial

- Will listen to input, but can make a decision when necessary.
- Has knowledge of and successful experience in sound fiscal practices, contract negotiations, and management of district resources, including appropriate participation of others in planning and decision-making.
- Is able to lead a large organization dedicated to goals of continuous improvement.

Selection Process

All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by law. After all applications are reviewed and the consulting firm has conducted preliminary interviews, the names of the semifinalists will be presented to the Oakland Unified Board of Education for consideration. The Oakland Unified Board of Education takes sole responsibility for selection of candidates and final interviews. Board members may elect to visit finalists’ communities.

Superintendent Salary

The salary will be in the range of \$275,000, plus an excellent comprehensive benefits package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications and meeting Board criteria.

Requirement

The successful candidate, as a condition of employment, must possess the requisite California credential for superintendency at the time of the signing of the contract. Credentialing information may be obtained from the California Commission on Teacher Credentialing (CCTC) at www.ctc.ca.gov.

Deadlines and Application Process

The Oakland Unified Board of Education encourages all qualified candidates to apply by the deadline of April 21, 2009. Requests for application materials and completed applications should be addressed to:

Ray and Associates, Inc.
4403 1st Ave. S.E., Suite 407 • Cedar Rapids, IA 52402
Phone: 319-393-3115 • Fax: 319-393-4931
glr@rayassoc.com • www.rayassoc.com

Please do not contact the Oakland Unified School District or Board of Education directly.

