

An Invitation to Apply for the Position of  
**Superintendent**



Stockton Unified School District  
Since 1852

Stockton, California

## OUR MISSION:

Our Mission is to graduate every student college, career, and community ready. In doing so we lift all youth out of circumstances of poverty and scarcity.

## OUR GOALS:

Every child by the end of the 3rd grade will read and comprehend at the proficient level.

Every child by the end of the 9th grade will demonstrate mastery of Algebra concepts and application.

Every child by the end of the 12th grade will graduate and be college or career ready.



## ABOUT STOCKTON:

Stockton Unified School District is one of the largest and dynamic school districts in the state. Stockton Unified School District has 54 schools and serves nearly 40,000 students. There are more than 2,500 certified employees.

SUSD has taken awards in music, robotics, STEAM competition and more. In fact, students at Fremont Lopez School received an award from State Superintendent Tony Thurmond for exemplary work in promoting the arts. SUSD has Career Technical Education Courses (CTE) offering 52 pathways representing 12 industry sectors.

Stockton is rich in culture and diversity. It has a waterfront, port, marina, university, airport, and arena. Stockton has the University of Pacific and Delta College. The Stockton Arena hosts concerts and is home to the Stockton Kings Basketball League. The historic Bob Hope Theatre brings in artists each year. Banner Island Ballpark is home to Stockton Ports Baseball League.

Stockton is rich in its diversity and celebrates the harvest and agriculture in the area. The City of Stockton in collaboration with SUSD supports the students with programs that elevate their academic achievement.

## THE POSITION:

The Board of Trustees of the **Stockton Unified School District, Stockton, 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:** 33,000

**Location:** 50 miles south of Sacramento

### 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.

- **Strong Listening and Communication Skills**

An effective, positive, clear collaborator and communicator who has a history of valuing the opinions of all stakeholders, listens to and thinks about others first before stating their own opinions, has strong verbal, written and digital communication skills, and is accessible to all including those with differing opinions.

- **Values and Actively Works to Build Trusting Relationships**

The superintendent must be a team builder who is able to bring people together establishing trusting, transparent, inclusive, and respectful relationships with the Board, administration, staff, students, and community.

- **Demonstrates High Levels of Cultural Competency**

An educational equity leader and learner who has the moral compass and courage to act upon all decisions through an equity lens and shapes an environment where equity and excellence are the standard for everything. The candidate has a successful record of building equity within the culture, policies, practices, and systems of a district or organization. A culturally proficient leader who values and empowers diverse cultures and ethnicities to balance inequities.

- **Prioritizes and actively works to build Strong Family/Community Partnerships**

An individual who has successfully demonstrated the ability to build strong relationships, develop a good rapport with staff members, and be a catalyst for strengthening unity across the District and Community. The Superintendent must be a team builder that is trusting, transparent, inclusive and respectful of all stakeholders. The Superintendent must have a proven ability to bring people together to build trusting and respectful relationships.

- **Demonstrates Fiscal and Budget Management Skills**

The superintendent will have demonstrated strategic, fiscal and operational expertise ensuring consistent application of administrative policy and the ability to implement long-range plans that benefit students.

- **Visionary Innovative Leader**

A person who will implement a vision and best educational practices in the context of state and federal educational reforms such as the Common Core State Standards, LCFF/LCAP planning, 21st Century skills, and Smarter Balanced Assessments.

- **Demonstrates high levels of Integrity & Moral Values**

An Ethical leader with a strong work ethic who leads by example and models high standards for self, staff, and students. A person who possesses the characteristics of honesty, loyalty, dependability, humor and motivates all to perform at high levels of expertise. This leader must make decisions, model and believe in ways that demonstrate a commitment to diversity, equity, justice, inclusion and hold staff to the same standards.





## POINTS OF PRIDE:

- Small school specialty schools are nationally ranked such as SECA and HCA
- AVID demonstration sites such as Edison High School and August Elementary
- UOP Summer Residential program and UOP Upward Bound 6 million dollar grant with Edison High School
- Growing CTE pathway programs at all secondary sites



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## APPLICATION

available at  
[www.macnjake.com](http://www.macnjake.com)



An application for Superintendent should include:

- ◆ A letter setting forth personal qualifications, experiences and reasons for interest in the position.
- ◆ A current résumé.
- ◆ A completed application form.
- ◆ Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact board members. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

### **Selection Timeline**

- ◆ Closing date for applications: **May 2, 2023**
- ◆ Board of Trustees selects finalists to interview: **May 15, 2023**
- ◆ Interviews with the Board of Trustees: **May 19 & 20, 2023**
- ◆ Selection of new Superintendent: **late May-early June 2023**
- ◆ Start date: **July 1, 2023**

*The Stockton Unified School District is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin, or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.*