



Leadership Associates:
**Superintendent Search
Proposal**

created for



Cambrian School District
Exploring Infinite Possibilities for Learning



Your Team of Search Consultants



Fred Van Leuven, Co-Lead Consultant

Santa Ynez Valley UHSD

Saddleback Valley USD

Conejo Valley USD

Poway Unified SD

President, Accrediting Commission for Schools of
the Western Association of Schools and Colleges
(ACSWASC)



Phil Quon, Co-Lead Consultant

Union School District, San Jose

Cupertino Union School District

Administrative Support During Search



Becky Banning
Executive Assistant,
Search Services



Penny Pyle
Executive Assistant,
Search Services



Linda Hunt
Office Administrator,
Leadership
Development and
Fiscal Searches

Leadership Associates has *highly-qualified executive assistants assigned to each search*. All are former Senior Executive Assistants to Superintendents who will provide exceptional support throughout the search process, including:

- Comprehensive, on-call support
- Guidance related to Brown Act requirements and Board Agenda protocols
- Personalized written guidelines, templates, sample documents, and checklists
- Prompt, responsive communication



Cambrian School District

Accomplishments



- Cambrian teacher recognition for ‘Today Show’ tribute
- All Cambrian Schools have been awarded the prestigious Distinguished School Award from the California Department of Education
- Recognition of staff training in GLAD Training of Trainer Certification (Guided Language Acquisition by Design)
- Proactive leadership to remedy deficit spending with Metzler site Land Development Initiative

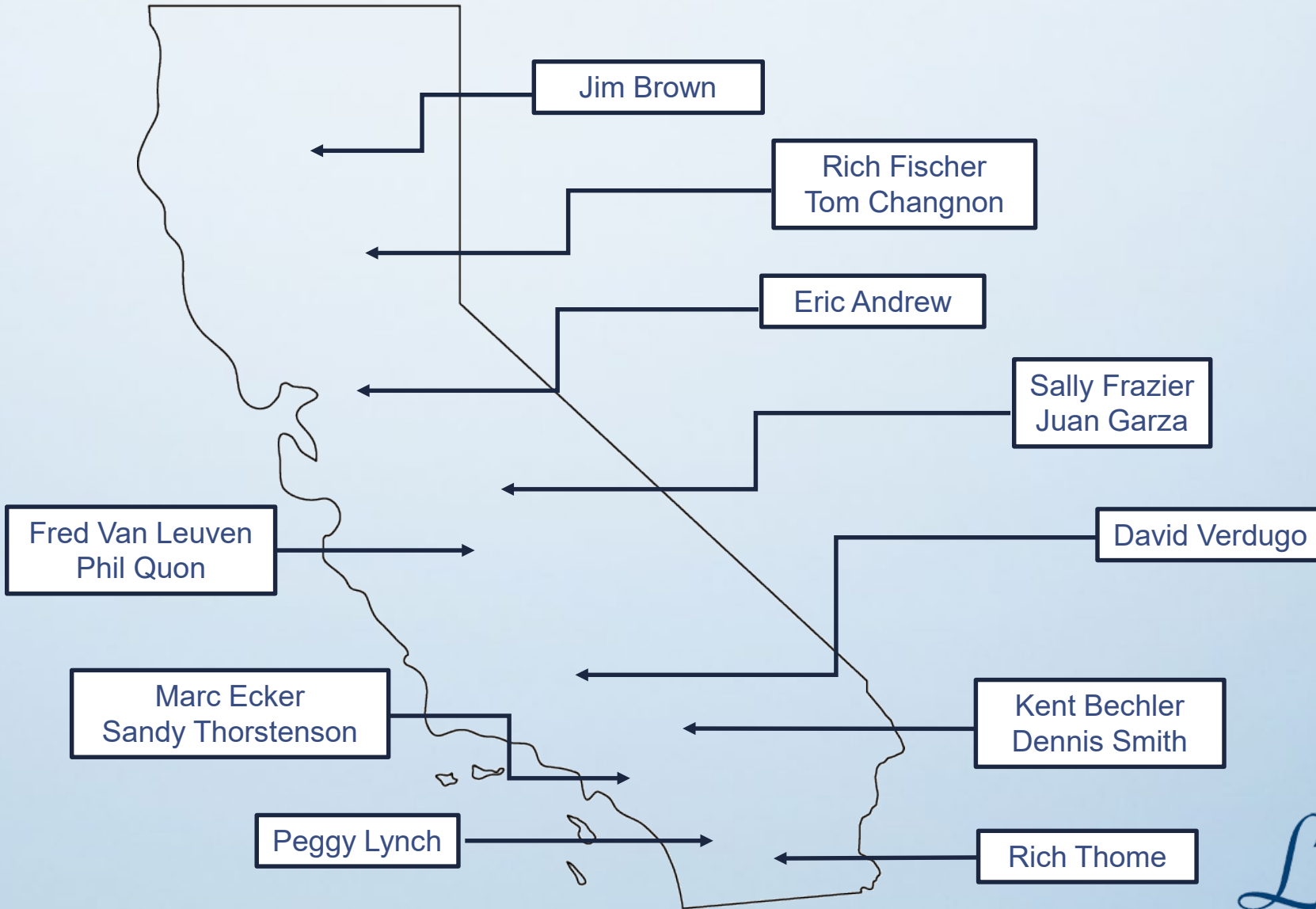
California's Premier Executive Search Firm

A Sampling of Searches:

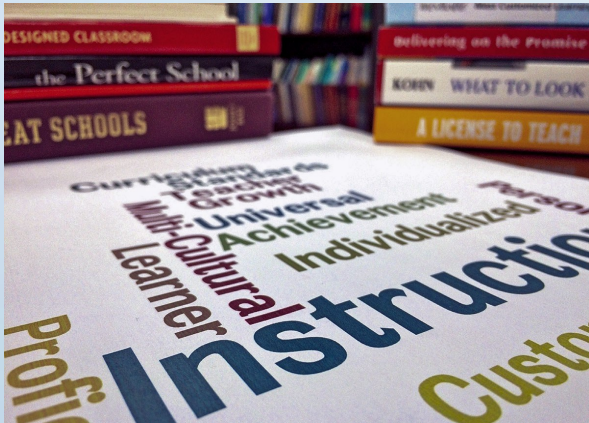


- 65% of searches conducted in California
- 550+ California Superintendents since 1996
- Reed Elementary SD
- Evergreen SD
- Santa Clara Unified SD
- Cabrillo Unified SD
- Orcutt SD
- Sequoia High SD
- Sunnyvale Unified SD
- Mt. Pleasant SD

Statewide Reach



State and National Personal Connections



- American Association of School Administrators (AASA)
- California Association of Latino Superintendents and Administrators (CALSA)
- Association of Latino Administrators and Superintendents (ALAS)
- Association of California School Administrators (ACSA)
- California School Boards Association (CSBA)
- California Association of African-American Superintendents and Administrators (CAAASA)
- Suburban School Superintendents (SSS)
- California Collaborative for District Reform (CCDR)
- American Leadership Forum
- California County Superintendents Educational Services Association (CCSESA)

Leadership Associates' Purpose

We Are: ➤ A partnership of California education leaders who are actively involved in improving the quality of education for all California students

We Believe:

- That a high-quality public education accessible to all is the foundation of a democratic society
- That the quality of leadership in our schools and school districts has a huge impact on the success of all our staff and students
- That every school district and school deserve a passionate, caring, and inspired leader who is focused on ensuring all children receive the highest quality education

We Value: ➤ Integrity, Equity, Excellence, Diversity, Inclusion, Accountability, and Transparency



We Help Our Clients: (School Boards and other Education Leaders)



- By conducting highly professional executive searches tailored to individual client needs
and
- By providing challenging and engaging professional growth opportunities for superintendents, Boards, and other education leaders

Why us...

- We are successful superintendents who ***remain actively engaged*** in California public education
- We have a variety of leadership experiences including service on different boards
- We are partners, not hired consultants who have a vested interest in the success of our partnership
- We are mission focused and live our core values
- We are committed to ***continuous improvement*** for ourselves and our clients
- We are dedicated to partnering with Boards to find ***high-quality, culturally responsive leaders and help those leaders continue to improve the quality of their work***
- We are ***able to meet the diverse needs*** of California's population
- We are ***California-based*** and ***California-savvy*** with a track record of ***success*** (over 550 searches)



Executive Leadership Development Services

Continuing current and relevant professional development through:

- ***Superintendents Leadership Series (SLS)***
7 counties throughout California with 180 districts participating in 2020-21
- ***Superintendents Leadership Networks (SLN)***
6 Networks throughout California with 47 districts participating In 2020-21
- ***Assistant Superintendents Leadership Network (ASLN)***
5 counties throughout California with 40 districts participating in 2020-21
- ***Other Professional Development services***
Serving more than 105 California districts and county offices in 2020-21
 - Interactive Board Governance workshops
 - Organizational audits
 - Board/Superintendent evaluations
 - Conflict facilitation; Superintendent evaluation
 - Leadership training
 - 360-degree feedback reviews



The Leadership Associates 4-Step Key to Success for Over 25 Years



Closing Thoughts

- Our search will be your search
- All-inclusive fee
- Highly-qualified administrative office team
- Our search process is personalized, effective and high-tech
- We are an experienced California firm with a national reach



Questions and discussion...

