

# Rosemead School District

The Board of Trustees of the Rosemead School District seeks a long-term relationship with an exceptional and collegial educational leader who can maintain and build on the District's strengths and potential as their

## Superintendent of Schools

### **The District and Community**

The Rosemead School District is located in Southern California's San Gabriel Valley, approximately 20 minutes east of downtown Los Angeles. Rosemead School District educates more than 2,500 Transitional Kindergarten through 8<sup>th</sup> grade students on a traditional calendar schedule. The Rosemead School District serves students who reside in Rosemead and portions of El Monte, San Gabriel, and Temple City.

Approximately 2,500 students are enrolled in the District's five schools, Encinita Elementary (K-6), Mildred B. Janson Elementary (TK-6), Savannah Elementary (TK-6), Emma W. Shuey Elementary (K-6), and Muscatel Middle School (grades 7-8). Muscatel Middle School students feed into Rosemead High School for 9<sup>th</sup> grade in the El Monte Union High School District.

The current year's budget is approximately \$35,000,000. The District is fiscally sound. The staff consists of 125 teachers, 122 classified and confidential employees, and 18 administrators.

District demographic make-up is 56% Asian, 40% Hispanic, .5% African American and 3.5% Caucasian. Approximately 84% of the student

population comes from socioeconomically disadvantaged families. Approximately 43% of the students are English learners, primarily Spanish and Mandarin speakers.

The District is proud of the recognitions that schools have received. All four elementary schools have attained recognition as Lighthouse Leadership Schools for the Franklin Covey, Leader in Me curriculum and programs. Furthermore, the Leader in Me team of teachers and principals have received recognition for outstanding leadership and commitment to Equality in Education. Savannah Elementary School recently attained the recognition of a California Distinguished School.

## **Mission Statement**

The Rosemead School District is a challenging academic environment that embraces the diversity of the entire community and encourages lifelong learning.

In partnership with parents and community, the mission is to nurture the whole child, including the intellectual, physical, emotional, and ethical growth, in order to prepare them to be responsible, healthy, productive, contributing members of our global society,

The Rosemead School District promotes leadership at all levels of the educational community. It strives for all members to LEAD:

- L - Lifelong learners and leaders of our global society
- E - Ethical behavior and mindsets
- A - Academic rigor, support, and achievement
- D - Diversity is valued and respected

## **The District's Goals**

The District is committed to promote the following:

- 1) Teaching and learning to ensure that all students achieve academic proficiency;
- 2) Safe and secure schools that promote student healthy living;
- 3) World class facilities;
- 4) Technology and career academies;

5) Workforce and professional development; 6) Home, school and community partnerships

## **District Strengths, Needs/Critical Issues, and the Characteristics Desired in a New Superintendent**

Board members, parents, certificated and classified staff, students, and community members participated in a process to identify the strengths and needs/critical issues of the Rosemead School District and the characteristics desired in their new Superintendent. An extensive number of stakeholders participated in this process through meetings and an online survey. The Board of Trustees prioritized those elements as follows:

### *Strengths of the District*

- Highly qualified, stable teaching staff, committed to students and vested in the community
- Safety and security are high priorities
- High-quality academic and social-emotional programs, for example, Gram March, Leader in Me, PBIS
- Schools have received recognitions, such as Distinguished Schools and Lighthouse Schools
- Annual improvement in academic progress, one of the highest performing school districts in the San Gabriel Valley
- Small district with cohesive, supportive staff
- Diversity of community and staff
- Technology is a priority and progress is evident
- Supportive parents who are invested in their children's education
- Good relationship between District and employee associations

### *Greatest Needs/Critical Issues Facing the District*

- Declining enrollment
- District Office is currently understaffed
- Desire to improve communication, transparency, and accountability
- Need the resources to keep up with most current technology
- Shortage of substitute teachers
- Desire to expand parent participation

- Need to build strong working relationships at all levels
- Challenge in implementing unfunded state mandates

### *Desired Characteristics of the New Superintendent*

A leader who:

- Is a good communicator and good listener
- Will always put students first
- Demonstrates integrity and transparency
- Is experienced and knowledgeable in a broad range of school district leadership functions and has a record of success
- Is self-motivated, proactive, a visionary
- Is open-minded and collaborative
- Will hold everyone accountable
- Is a strong leader, accessible, visible at schools, and invested in the community
- Will support academic growth and successful programs
- Is willing to make a long-term commitment to the District
- Inspires and motivates staff and community members

## **The Selection and Application Process**

Mr. Joel Shapiro and Dr. Jan Britz of The Cosca Group (TCG) have been retained by the Rosemead School District Board of Trustees for the search, recruitment, screening, and selection process for the new Superintendent of Schools.

Interested applicants must submit all of the following to be received by The Cosca Group on or before October 19, 2018.

- Completed Application Form (as provided herein)
- Personal Letter of Application
- Resume including record of professional education and professional experiences
- College or University Placement File forwarded by request of the applicant **OR** letters from five professional references (three of which must be current)

During the screening process, reference checks will be made with those familiar with candidates' professional performance. Board members will visit the district and community of the final candidate.

**Send Completed Application and Related Information electronically to:**

The Cosca Group  
c/o Mr. Joel Shapiro and Dr. Jan Britz  
[jshapiro516@gmail.com](mailto:jshapiro516@gmail.com)

All materials must be received by **4:00 p.m. on October 19, 2018.**

### **Contract Terms**

The successful candidate will be offered a multi-year contract with a competitive and negotiable salary based on qualifications and experience.

For additional information, please contact:

- Mr. Joel Shapiro (626) 497-5059 / [jshapiro516@gmail.com](mailto:jshapiro516@gmail.com)
- Dr. Jan Britz (805) 796-9772 / [janbritz3240@gmail.com](mailto:janbritz3240@gmail.com)

### **Board of Trustees**

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- Mr. Ronald Esquivel - Clerk
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