

Superintendent Profile

The Board of Trustees has retained Jake Abbott and Jim Brown from Leadership Associates to assist the Board in developing a profile for the district's next executive leader, recruiting and reference checking, recommending candidates for an interview, and assisting with the final interview and selection process. Based on the many good suggestions from our staff, parents and community, the Board has developed a profile summarizing the desired qualities and characteristics for our next superintendent. These characteristics are as follows:

Professional Characteristics and Experiences

1. Strong experience in leading and managing curriculum and instruction, human resources, business services, and student services.
2. Has a thorough knowledge of what constitutes high quality instruction.
3. Has successful experience in developing, communicating, and implementing a strategic framework to guide and focus district and school improvements (vision, mission, core values and beliefs, indicators of success).
4. Has a collaborative leadership style which includes the ability to listen carefully to different perspectives and develop a common vision and sense of purpose.
5. Has a track record of success as a teacher and administrator.
6. Has knowledge and understanding of successful strategies in working with charter schools.
7. Has evidence of the ability to communicate effectively with a highly engaged and involved community.
8. Will represent the district well in dealing with local and state public policy matters that affect the interests of the district.
9. Has strengthened accountability systems for improving performance of students and staff.
10. Will encourage and support innovations that develop a world class education for all students.
11. Has a record of success in developing and implementing the arts, health and environmental education as well as other programs and activities which support the education of the whole child.
12. Has the ability to lead and manage initiatives that are designed to help children with special needs.
13. Is able to build the capacity of the leadership team including administrators, teachers and classified personnel to support high quality teaching and learning.
14. Is able to work effectively with the Board and strengthen the work of the governance team.

Personal Characteristics

1. Visible, approachable and personable.
2. Collaborative and inclusive.
3. Excellent communication skills (listening, writing, speaking).
4. Will make long term commitment serving as superintendent for the district.
5. A willingness to live in or nearby the community and become actively involved in community events.
6. A good sense of humor.
7. A high degree of trust and integrity.
8. Respect for the work done by all staff members that ensures a high quality education for our students.
9. Exhibits transparency and respect in working with staff and parents.
10. Solicits a variety of perspectives before making a decision or recommendation.
11. Values the work of the Board, administrators, teachers and classified staff in achieving the district's mission and goals.



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SCHOOL DISTRICT

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Tim Justus
Superintendent
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February 25, 2010

Dear LASD Staff and Parents,

The Board of Education has hired Leadership Associates to assist the Board in the process of selecting our next superintendent. Jim Brown and Jake Abbott, both former superintendents, will be representing Leadership Associates.

The search process is now underway. Jake and Jim are helping the Board in developing a profile containing the qualities and characteristics which members of our staff and community see as important for the new superintendent. They have begun to meet with different groups and individuals to ask them for comments and suggestions related to the profile. Jake can be reached at jpabbot@astound.net or 925-381-0743 and Jim can be reached at trailrunner26@verizon.net or 818-515-4089. Please contact them if you have any thoughts regarding the desired qualities and characteristics.

After the profile is complete, which is scheduled for March 8, the Board will determine whether to appoint a person to the position, open the position to internal candidates only or open the position to internal and external applicants. If the position is opened to internal and external candidates, Jake and Jim will begin a second tier of work which involves recruiting and reference checks.

Leadership's contract is directly related to three different tiers of work: building the profile, recruiting and reference checks (if the Board decides to open the position internally and externally) and assisting the Board with the interview and contract development processes. This "tiered" approach provides the Board with a great deal of flexibility as it moves forward with this very important process.

Thank you for your support.

Sincerely,

Tim Justus
District Superintendent