



Search Overview

Position Title: Superintendent, Tucson Unified School District

Start Date: To Be Negotiated

Compensation

Salary Range: \$ _____ negotiated and based on qualifications and experience

Benefit Package: Package to include typical health, life and disability insurance as well as sick leave, vacation, retirement and professional development and reimbursement of job-related travel as offered to other District administrators.

Closing Date: June 30, 2017

The Position

The Governing Board of the Tucson Unified School District is seeking as its next Superintendent an experienced, visionary leader with an outstanding record in student achievement, fiscal and operational management as well as superior interpersonal and communication skills. The successful candidate will be highly visible, collaborative in leadership as evidenced by involvement in the community, schools and district worksites. The new leader should have the ability to build strong, cooperative relationships with all stakeholders of the school system. The person selected for this position will be someone of the highest integrity who will build an atmosphere of trust and respect with the Governing Board, staff, students and communities. The successful candidate will be able to work in a partnership with the Governing Board to build a climate of candor, respect, mutual trust and cooperation and to foster a unity of purpose.

The Governing Board is seeking a strong leader who is committed to move TUSD forward for the long term, willing to live in the community and demonstrate active involvement in the district. The ideal candidate should be able to provide a proven record of accomplishments appropriate for this leadership position to include but not limited to strong references from past and (if possible) current employers.

Selection Criteria

The following criteria represent standards to be used in the evaluation of applications and in the selection of the Superintendent of the Tucson Unified School District.

Professional Experience and Preparation (Preferred)

Administrative experience, including experience as a Superintendent, Assistant Superintendent, Chief Executive Officer (CEO) (educational/non-educational) or comparable administrative experience.

Doctorate of Philosophy (PhD) in a related field or Doctorate of Education (EdD) especially from a highly-ranked program.

Strong record in raising student achievement with low SES schools.

Experience with promoting systems thinking approach.

Experience as an administrator in a large urban school district.

Commitment to digital transformation.

Bilingual (English/Spanish).

Personal Characteristics

- ❖ Models a belief in the worth and ability of all students, staff members, parents and members of the community.
- ❖ Inspires trust and models high standards of integrity and personal performance
- ❖ Demonstrate traits of empathy, fairness, professionalism, perseverance, and courage.
- ❖ Demonstrates excellent interpersonal skills and is appropriately accessible to staff, parents, community members and the media.
- ❖ Demonstrates experience as a successful leader.

Selection Procedure

Finalists will visit TUSD and participate in Governing Board and administrator interviews, district tours, and at least one public forum. The Governing Board will evaluate the finalists after their visits are complete.

Any applicant who contacts a Governing Board member with the intent of influencing the Governing Board's decision will be disqualified.

Application Procedure

All applications will be held strictly confidential. The names of applicants will not be released until the finalists are named for visits. Applicants must provide the following items by the closing date and time of June 30, 4:00 p.m. MST to be considered. The application must include a cover letter, application, three reference letters, transcripts, and resume and be submitted to SuperintendentSearch@tusd1.org.

Questions should be directed to Dr. Nicholas Clement, Arizona School Board Association Search Consultant – cell phone: 520-850-3743 email: clementn53@nau.edu

The District Profile

The Tucson Unified School District is an urban school district encompassing 230 square miles in southeast Arizona, Pima County. The District serves 47,347, 61% Hispanic, 21% white, 9% African American, 4% Native American, 2% Asian American, remaining 3% multi-racial/ethnic heritage. In the upcoming 2017-18 school year, the District will be operating 10 high schools, 10 middle schools, 47 elementary schools, 16 K-8 schools, 6 alternative schools and 2 infant and Early Learning Centers, for a total of 89 schools and programs.

Established in 1867, TUSD is committed to excellence in student and staff performance providing a safe and collaborative learning environment which supports academic achievement and social development for all students.

The superintendent must be prepared to manage the complexities of court oversight due to a decades-old desegregation case.

For over thirty years, TUSD's desegregation efforts and activities have been under federal court oversight. In February 2013, the federal court adopted the Unitary Status Plan (USP) aimed at guiding TUSD towards eliminating the traces of past segregation and ending court oversight. A corrected version of the [Unitary](#)

Status Plan was subsequently filed with the Court in November 2014 (to correct typographical errors only).

The corrected USP is posted on [the District] website.

TUSD #1 Awards and Recognitions

--2017 UHS named #15 in the nation

--2017 Arizona School Public Relations Association Award of Distinction for Employee Video Newsletter

--2017 Borton Magnet School, Magnet Schools of America School of Excellence

--2017 Mansfeld Magnet School, Magnet Schools of America School of Distinction

--2017 Dodge Traditional Magnet Middle School, Magnet Schools of America School of Distinction

--2017 Arizona School Public Relations Association Award of Excellence for Knowledge Changes Everything Initiative

--2017 Arizona School Public Relations Association Award of Distinction for Employee Video Newsletter

--2016 AP Honor Roll --2016 UHS named National Blue Ribbon School --2016

Metropolitan Pima Alliance Common Ground Award for Steps to Success

--2016 Metropolitan Pima Alliance Common Ground Award for partnership in Garden to Cafeteria program

--2016 Impact Award from the Public Relations Society of America for the #TeamTUSD initiative

--2016 Impact Award from the Public Relations Society of America for the National Foundation for Governors' Fitness Councils Fitness Center Award for Hollinger K-8

----2016 CoxConnect2 STEM Creative Media Award

--2016 Award of Excellence, Facilities Master Plan video, Arizona School Public Relations Association

--2016 Best Practices Award for Playground Inspection Program, Arizona Association of School Business Officials

--2016 BrightEE Award, Tucson Electric Power

--2015-2016 Merit Awards from Magnet Schools of America: Carrillo K-5 Magnet School, Tucson High Magnet School, Davis Bilingual Magnet School, Mansfeld Magnet Middle School

--2015 Expect More Arizona Award for the Steps to Success program.

--2015 College Board's AP Honor Roll: Tucson Unified School District is one of 425 school districts in the U.S. and Canada honored by the College Board with placement on the 6th Annual AP[®] District Honor Roll for increasing access to AP course work while simultaneously maintaining or increasing the percentage of students earning scores of 3 or higher on AP Exams.

--2015 National Blue Ribbon School, Drachman Montessori Magnet Elementary School

--2015 A+ Schools of Excellence, Carrillo Magnet School and Dodge Traditional Magnet Middle School.

--2015 Governor's Award for Energy and Technology Innovation

-- April 2015 – Association of School Business Officials International (ASBO) Certificate of Excellence in Financial Reporting Award for Fiscal Year Ended June 30, 2014

-- 2014 People's Choice Award from Expect More Arizona for our Infant and Early Learning Centers at Schumaker and Brichta

--2013 Sabino Named National Blue Ribbon School

More information on TUSD, including the current Strategic Plan, can be found at: www.tusd1.org

The Community

The Tucson desert climate has an average of 360 sunny days a year and receives only 12 inches of rain each year. Summer can be very hot, but the relatively mild climate all year round makes it a popular place for winter holidays.

Situated near the Mexican border, Tucson celebrates a diversity of cultures, architecture and people. It is also a premier health services center for the Southwest, the astronomy center of the world and home to a renowned research institution, the University of Arizona. The Davis-Monthan Air Force Base also calls Tucson its home. Tucson is well known for its museums, theater and music productions, and shopping districts. The city has been continuously inhabited for over 12,000 years.

The metropolitan area supports over one (1) million residents and spreads out on the desert floor between the Santa Catalina, Rincon, Santa Rita and Tucson mountains. Recreational opportunities in the region are plentiful.

*Highlighted denotes changes and edits made as the result of discussion/motion held during the 5/18/17 TUSD Board meeting and additional feedback.

**Draft has been reviewed and edited by TUSD Communications Dept.

***Section on Desegregation was provided by TUSD Legal Dept.