



Superintendent Search

<https://asdb.az.gov/>



ASDB is looking for a New Superintendent: Is it you?

Position Start Date: July 1, 2016

All Questions and Application Materials Should be Directed to the Facilitator of the ASDB Superintendent Selection Search

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ASDB is Looking for a New Superintendent: Is it You?

The Arizona State Schools for the Deaf and the Blind (ASDB) Board of Directors cordially invite you to apply for the position of superintendent for the 2016-2017 school year. While the stated position start date is July 1, 2016, this is somewhat flexible, if needed. A second ASDB Superintendent Search is due to a one-time extension of the interim superintendent's contract. The interim superintendent will be available for an extended amount of time to ensure a successful transition.

Why Work at ASDB?

- You are looking for a special group of students who will thrive under the right leadership,
- You want to be the superintendent of schools where educators are committed to teaching and students are passionate about learning,
- You are looking for a competitive salary with top-notch benefits,
- You want to live and work in a place with a quality lifestyle: a metropolitan city with exemplary culinary choices, tons of family and adult activities and a climate boasting 325 days of sunshine a year, and
- You want the challenge of empowering deaf and blind students with the education they need to be successful in college, career and life.



About Us:

The Arizona State Schools for the Deaf and the Blind traces its roots back to Arizona statehood, having been enacted by the first state legislature in 1912. ASDB serves over 2,200 children who are deaf, hard of hearing, blind, visually impaired, multiply disabled and deafblind from birth to grade 12. ASDB operates two schools for the deaf, one school for the blind and five regional cooperatives. There is a campus located in both Phoenix and Tucson, and the regional centers serve students via their home school districts across the state. The Tucson campus, ASDB's first campus, features 68 acres of beautifully landscaped grounds and over twenty-five buildings, including instructional, athletic and recreational facilities, a renowned performing arts center and live-in dormitories.



The ASDB Board of Directors seeks a superintendent who embodies the following characteristics:

- Leads through effective management of the organization, its operations, and allocation of its resources to ensure a safe, enriching, and effective learning environment for students;
- Understands the unique challenges associated with educating students who are deaf and students who are blind, and envisions, develops and executes an agency-wide plan to best meet and overcome those challenges;
- Possesses highly effective communicating, listening and writing skills and (preferably) is proficient in American Sign Language;
- Instills trust within staff and key stakeholders and, through actions and words, exemplifies the highest levels of integrity, fairness and ethics;
- Possesses excellent people skills, listens to input and represents the agency with the utmost professionalism;
- Possesses the ability to galvanize educators and support staff to enhance student performance, especially in identifying and narrowing or closing the gaps in student achievement;
- Knows how to and will develop and maintain healthy, productive relations between all stakeholders and the agency; and
- Demonstrates a widely shared vision for learning by developing an agency culture and instructional programs conducive to student learning and employee professional growth.

Qualifications:

Superintendent Profile

- ✓ **Qualify for the appropriate Superintendent Certificate as required by the State of Arizona.**
- ✓ **Working knowledge in the area(s) of the deaf, hard of hearing, visually impaired, blind and/or special populations.**
- ✓ **Administrative experience.**
- ✓ **Graduate study beyond a Master's Degree with specialization in the field of Educational Administration.**

Required Certification:

Arizona Certification Superintendent. Individuals who hold the titles of superintendent and who perform duties directly relevant to curriculum, instruction, and certified employee's evaluations must obtain a superintendent certificate.

Board Policy CBA: Qualifications...of the Superintendent

- Supervise or delegate all activities and all employees of ASDB,
- Chief executive officer and the administrative head of all divisions and departments,
- Administer the policies of the Board,
- Provides leadership for the entire agency,
- Professional consultant to the Board,
- Makes recommendations to the Board for changes in Board policies and the educational programs,
- Provides initiative and the technical guidance for the improvement of the total program of ASDB, and
- Delegation of authority for the operations of the various functions of the agency however, responsible to the board for all functions of ASDB.



How ASDB is Governed

ASDB is administered as a state government agency and governed by a nine-member board of directors. Eight of the board members serve staggered three-year terms and are appointed by the governor. The ninth board member serves an indefinite period of time and is appointed by the Superintendent of Public Instruction to represent the Arizona Department of Education.

ASDB Vision:

ASDB - excellence and innovation
for today and the future.



ASDB Mission:

We are committed to excellence and innovation:

- in education for all children, throughout Arizona, who are hard of hearing, deaf or have vision loss,
- in leadership and in service,
- in collaboration with families, school districts, communities, and others and,
- in partnership with other agencies that will enable children who are hard of hearing, deaf or have vision loss to succeed now and in the future.

We are committed to respect, support, and the wellbeing of all.



ASDB Funding:

ASDB is funded primarily from three sources: (1) A state general appropriation (a lump sum appropriated by the state legislature), (2) State funds appropriated by student enrollment numbers, and (3) voucher payments and fees for services paid by school districts and charter schools participating in ASDB's statewide cooperative services. Additional funding sources include federal funds, grant funding and donations. The current total operating budget is approximately \$57,000,000.00, supporting 2,200 children from birth to age 22 enrolled in ASDB and 950 full-time and part-time employees.

Strengths of the Agency:

The people...collaborative board, dedicated staff, partnerships, supportive parents, thriving students, and all of our engaged constituencies and communities in Arizona.

The resources...dedicated revenue source, statutory mandates, buildings, grounds and programs to serve our students.

The outcomes...passionate and persistent drive for students to achieve the vision of the agency, embracing its traditions and preparing for the future.

Challenges for the Agency:

Shared purpose...leadership and stakeholders defining the goals and direction of the agency for its future generations of students.

Perceptions...promoting a positive and optimistic image of the agency in order to attract staff and students.

Disparity...between deaf and blind, cultural awareness, acceptance, and managing change by promoting continuous innovation and improvement.

Data driven decision-making...defining and evaluating the agency's outcomes, successes and areas needing development.



Compensation

The salary and benefit package are competitive. A multiple year contract may be awarded.

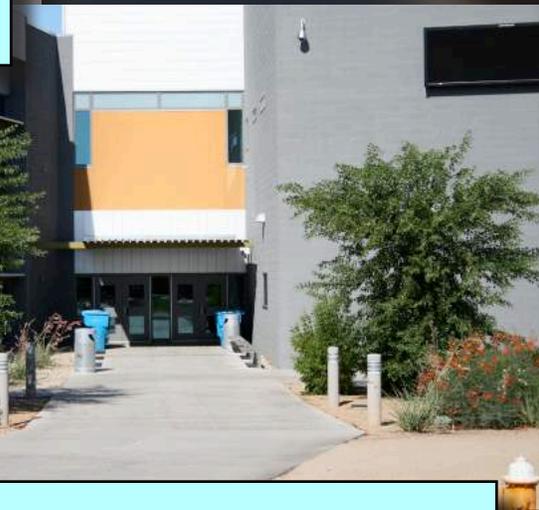
Work Location

The offices of the superintendent are maintained in Phoenix and Tucson.

About Phoenix and Tucson

Phoenix

America's sixth-largest city still has real cowboys and rugged mountains and the kind of cactus most people see only in cartoons. Phoenix is the gateway to the Grand Canyon, and its history is a testament to the spirit of Puebloans, ranchers, miners and visionaries. Projected against this rich backdrop is a panorama of urban sophistication: Resorts and spas that drop jaws and soothe souls. Stadiums and arenas worthy of the world's biggest sports spectacles. Restaurants with inspired cuisine and inspiring patio views. Golf courses that beckon players year round. Shopping centers as stylish and eclectic as the fashions they house. This is Greater Phoenix — Arizona's urban heart and America's sunniest metropolis.



Tucson

The second-largest city in Arizona and the county seat of Pima County, Tucson is home to the University of Arizona—established as Arizona's first university in 1885 and now a campus of 50,000 students and staff from around the world. Tucson has a number of annual events drawing participants and spectators from around the world, including the Tucson Gem, Mineral & Fossil Showcase, La Fiesta de los Vaqueros (Tucson Rodeo), Tucson Festival of Books, Tucson International Mariachi Conference, the El Tour de Tucson bike race, and the Tucson Classic.

Tucson grew out of the dangers, opportunities and cultural crossings of the Old West. Today, that heritage shapes Tucson without limitations: a destination for nearly 7 million visitors a year; a place known for outstanding hiking and outdoor adventures, rich cultural traditions, a vibrant arts scene, world-class golf and great dining; and a thriving desert home to more than 1 million residents.



Application Instructions: Potential candidates for the superintendent position must submit all of the following documentation:

- Letter of Intent to the Board of Directors
- Résumé or Curriculum Vitae
- Response to how you meet the listed qualifications (1000 words maximum)
- Response to these 3 questions (1000 words maximum per response):
 - o Why do you want to be the superintendent of ASDB?
 - o What strengths, talents and skills do you possess as a leader?
 - o How would you specifically engage your stakeholders (students, parents, staff, ASDB Board of Directors, Governor's Office, school districts, alumni, organizations for the deaf and blind and other professional organizations and government agencies) to increase educational opportunities for students?

Please send required materials and question answers by mail or email to:

Dr. Nancy Alexander
Facilitator of the ASDB Superintendent Selection Search
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alexander@sedona.net
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Deadline

**Submissions must be received by no later than 5:00PM MST
on February 29, 2016 to be considered**

Timeline

February 29, 2016:

Application for ASDB Superintendent position due.

March 2016:

Screening committee meets to review applications, prepare list of all candidates and submit committee's top five (5) recommended candidates to the Board.

Board of Directors will select candidates to participate in interview process.

March 29, 2016 – March 31, 2016:

Selected finalists will be expected to travel and participate in a 3-day interview process (from March 29 – March 31), which will include interviews with ASDB Board members, site visitations and tours, and participation in community forums, meet and greets and other opportunities to learn more about ASDB.

Approved (reasonable and appropriate) travel expenses will be reimbursed.

April 1, 2016 – April 15, 2016

Superintendent Selection/Next Steps.

(Next Steps may include additional interviews or other steps the board deems prudent).

Contract offer.

- July 1, 2016: Position Start Date (flexible, if needed) -