

LONG BEACH
UNIFIED SCHOOL DISTRICT
Excellence & Equity

JOIN US IN LEADING THE FUTURE



**EQUITY LEADERSHIP &
TALENT DEVELOPMENT**
LONG BEACH UNIFIED SCHOOL DISTRICT

www.lbschools.net/ELTD

Empower Your Career: Join the Long Beach Unified Team

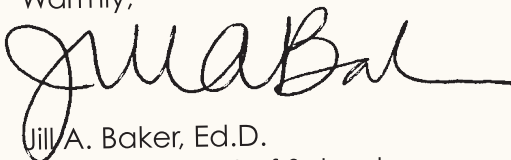
The path towards discovering a rewarding career begins at the Long Beach Unified School District, where innovation, academic rigor and commitment to excellence and equity define our educational landscape. Recognized nationally and internationally, LBUSD stands as one of America's best employers, acknowledged for its exceptional work environment, competitive compensation and opportunities for advancement.

LBUSD believes in nurturing and retaining talent which is why we invest significantly in leadership development. Our Leadership Development Pipeline, recently recognized by the Aspen Institute, showcases innovative approaches that empower school leaders. Our professional development programs meet our teachers, aspiring administrators and principals at every stage of their career, ensuring continuous growth and success with over 20 programs.

With a rich history and a strong focus on teacher support, leadership development and continuous improvement, LBUSD offers a fulfilling career that makes a lasting impact on the lives of the thousands of students and families we serve.

I invite you to be a part of our mission to provide transformative, high-quality education, and join the Long Beach Unified family, where your career is destined to thrive!

Warmly,



Jill A. Baker, Ed.D.
Superintendent of Schools



LBUSD's Equity Leadership & Talent Development

Our Mission

Providing coherent and supportive leadership and talent development programs designed to build the capacity of adaptive, high-impact leaders to uplift every student, every day.

In 2005, LBUSD launched its leadership development program with one central office administrator providing coaching to new principals.

Since then, this effort has expanded to over 20 programs designed to develop teacher leaders, aspiring administrators, new administrators, principals, central office and classified leaders across our system. A vision of equity and diversity, along with a culture of coaching, is at the heart of every leadership development pipeline and talent development program.

“Cultivating transformational, diverse and courageous leadership to build excellence and equity throughout the LBUSD community.”

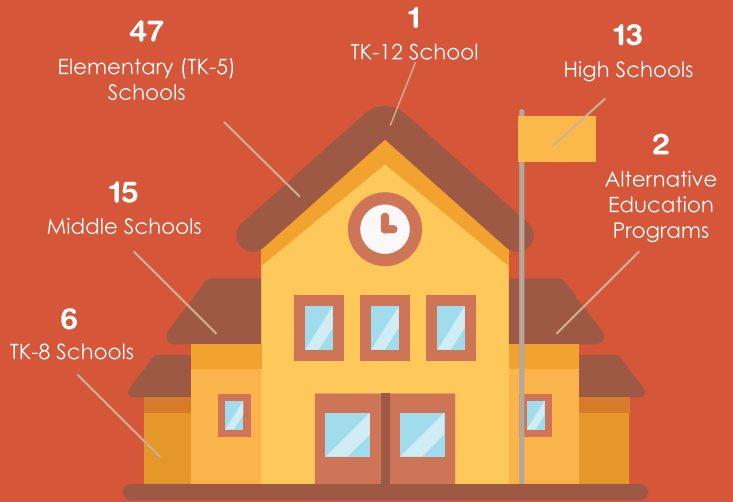
About Long Beach Unified School District

64,000+
Students

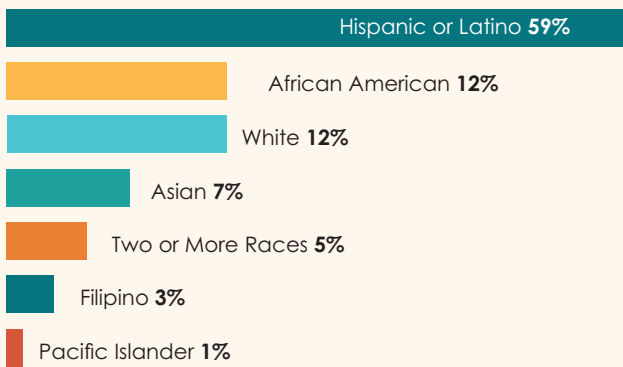


84
Schools

in Long Beach,
Lakewood, Signal Hill
& Avalon (Catalina Island)



LBUSD Enrollment by Race/Ethnicity



5 Early Learning Programs

(Buffum TLC, CDC, Educare, Head Start/ Early Head Start & Transitional Kindergarten)

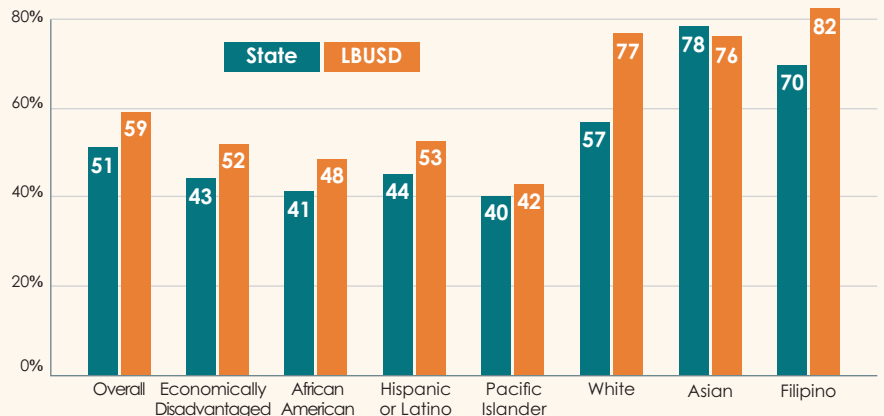


6 High Schools
with Graduation
Rates Above
90%



A-G Completion Rate

LBUSD surpasses statewide percentage of students completing UC and CSU entrance requirements (A-G Courses, 2021-22).



What We Do

The ELTD Office cultivates and supports school leaders by providing pre-service, on-the-job training and individualized coaching to build leadership capacity.

- Recruits candidates for pipeline and talent development programs
- Delivers 100+ workshops and support meetings annually for certificated and classified participants
- Develops and refines curriculum for professional development to meet the ever-changing needs of our leaders
- Provides 1:1 support to program participants with site visits
- Pairs future administrators and aspiring principals with mentors for shadowing experiences
- Partners with San Diego State University to prepare teachers to obtain a Preliminary Administrative Services Credential and for new administrators to clear their credential (this partnership also offers doctoral programs for teachers and administrators)
- Facilitates principal, new administrator and supervising office and plant supervisor coaching programs
- Manages the change-of-principal process
- Provides executive coaching and support to principal supervisors

How We Do It

The LBUSD certificated leadership development pipeline consists of 16 programs, beginning with Exploring Leadership for teacher-leaders and progressing to New Director Onboarding for principals moving into central office leadership. We also offer nine talent development programs for classified staff.

Classified Coaches Program

- **Minimum of three years** as a site office or plant supervisor
- Recommendation from site principal to provide one-on-one guidance
- Commitment to **attending three coach training** sessions

Classified Credential Program*

- **Minimum bachelor's degree**
- Recommendation from site principal/supervisor
- Commitment to pursue a teaching credential in an area of need in the district
- Maintain GPA in university program

Long Beach Unified School District Classified Talent Development Programs

Voluntary Workshops

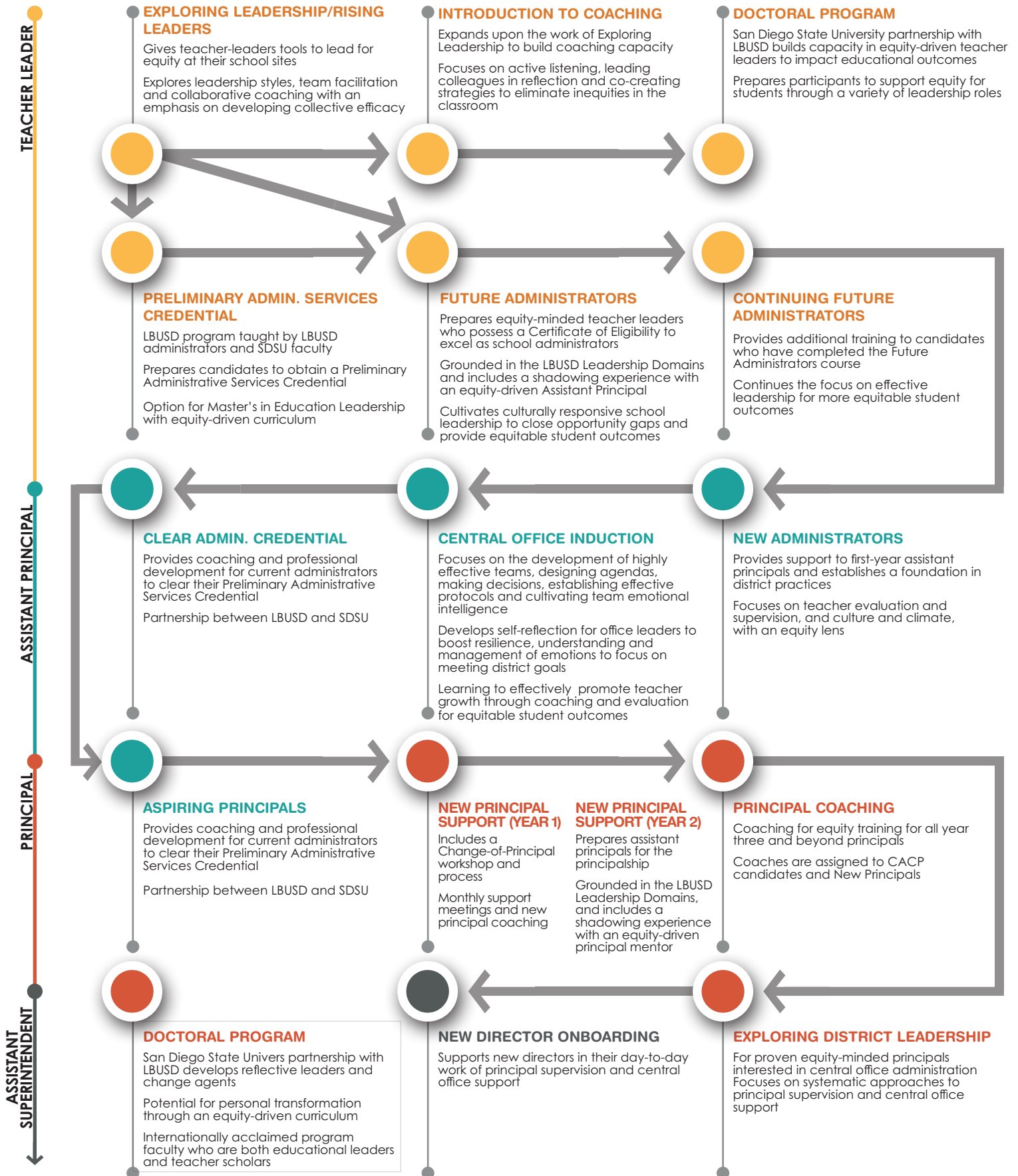
Classified Technical Skills Studio	Introduction to Leadership	Rising Office Leaders	Foundations of Classified Leadership	Classified Leaders	Advanced Classified Leaders	New Managers Onboarding
<ul style="list-style-type: none"> → Permanent employees → Supervisor recommendation → Single session, in-person workshops → Google tools, Microsoft Excel, Business Writing 	<ul style="list-style-type: none"> → Permanent employees → Supervisor recommendation → Self-paced online course consisting of asynchronous video, articles and activities 	<ul style="list-style-type: none"> → Permanent staff secretaries and office assistants → Supervisor recommendation → Four five-hour, in-person workshops → Fieldwork aligned to best equity leadership practices 	<ul style="list-style-type: none"> → Permanent employees → Supervisor recommendation → Four four-hour, in-person workshops → Fieldwork aligned to best equity leadership practices 	<ul style="list-style-type: none"> → Permanent supervisors, managers and other rising leaders → Supervisor recommendation → Five full-day, in-person workshops → Fieldwork aligned to best equity leadership practices 	<ul style="list-style-type: none"> → Completed Classified Leaders Program → Supervisor recommendation → Four five-hour, in-person workshops → Fieldwork aligned to best equity leadership practices 	<ul style="list-style-type: none"> → New LBUSD manager → Supervisor recommendation → Six in-person workshops → Site visits, coaching, and mentoring aligned to best equity leadership practices

The Pipeline

Equity Leadership & Talent Development

“Our leadership pipeline provided me with the tools needed to successfully lead an urban school. This program prepared me to be a leader that is committed to equity and excellence in service to all students.”

EDWARD SAMUELS, DIRECTOR, HIGH SCHOOLS



Frequently Asked Questions

Leadership Pipeline Programs



lbschools.net/ELTD

Applying to Leadership Pipeline Programs

How do I apply?

Visit the Equity Leadership & Talent Development website at lbschools.net/ELTD and select the program which you are interested in under the “[ELTD Pipeline Programs](#)” tab. Once you are on that page, click on the Google Form application (see flyers for required documents). For more information, email ELTD@lbschools.net.

Is there a limit on how many people are accepted into each program?

While there is no specific number, we try to limit the cohorts to 20-25 participants when possible. The smaller numbers allow the Equity Leadership & Talent Development staff to get to know participants through the workshops and site visits.

Selecting the Right Leadership Pipeline Program

I am a teacher who does not want to go into administration, but I do want to develop my leadership skills.

Is there a program for me?

Yes, you should apply to the [Exploring Leadership Program](#).

I am interested in becoming an administrator. To which program should I apply?

If you currently have your *Certificate of Eligibility* or *Preliminary Administrative Services Credential*, you may apply to the [Future Administrators Program](#). If you have not earned an administrative credential yet, you should enroll in a Preliminary Administrative Services Credentialing Program or pass the CPACE exam. Please note LBUSD has its own [Preliminary Administrative Credentialing Program](#) - please see information on the webpage. You can also apply to the Exploring Leadership Program to develop your leadership skills prior to applying to the Future Administrators Program.

I have at least one year of experience as an administrator. To which program should I apply?

Administrators with at least one year of effective experience are invited to apply to the [Aspiring Principals Program](#). Participants in this program are provided the opportunity to interview for an administrative position.

Can I apply to more than one program?

Select your first choice program on the application. You will automatically be considered for other programs based on qualifications and/or space.

If Accepted into a Leadership Pipeline Program

It sounds like I will be off of my site for these programs. How does that work?

You will be away from your site for six days for workshops. In addition, the Future Administrators and Aspiring Principals Programs include up to five shadow days. If you are a teacher in LBUSD, the ELTD Office will provide a sub. Teachers and administrators outside of LBUSD are responsible for their own coverage and will need to use personal days.

If I am accepted into Future Administrators or Aspiring Principals, does this guarantee that I will be placed as an administrator at a school site the following year?

Participation in any of our programs does **not guarantee** employment or promotion. You will be invited to interview for an administrative position through the Future Administrators and Aspiring Principals Programs, but there is no guarantee that you will be placed in a position.

Please note: The Exploring Leadership, Preliminary Administrative Services Credential, Future Administrators, and Aspiring Principals Programs are open to current LBUSD employees, as well as candidates outside of LBUSD.

Commitment to Students

From the LBUSD Code of Excellence, Equity and Ethics

The Long Beach Unified School District Board of Education and all District personnel work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals. We serve as a model of equitable and ethical standards, continually reflecting on our actions regarding issues of equity and ethics and how they apply to our district, school, classroom, curriculum and profession. We strive through an asset-based lens to implement transformative practices that promote successful outcomes by fulfilling the following obligations to students:

1. Provide a culturally relevant and responsive educational environment that nurtures the student as a whole.
2. Enable students to cultivate equitable and ethical decision-making in the pursuit of learning by providing experiences that build knowledge, skills and critical consciousness.
3. Provide differentiated and culturally relevant instruction for all learners, including scaffolds and supports, that allows access to on-or-above-grade level content.
4. Facilitate opportunities for students to learn about their own culture while developing competence in engaging with other cultures.
5. Utilize information about students' varied learning styles and modes of expression by incorporating purposeful engagement to increase student motivation, interest and meaning-making resulting in a deeper understanding of content.
6. Co-create a safe and welcoming community that centers caring relationships by valuing diversity, trust and respectful communication.
7. Create an environment in which all students are treated in a manner that is equitable and free from bias by affirming student identities, cultivating a sense of belonging and developing student agency.
8. Maintain confidentiality regarding student/family information obtained in the course of professional service, unless disclosure serves a compelling professional purpose or is required by law.
9. Maintain and cultivate professional relationships with students without creating the perception of any personal or group advantage.



“The single biggest way to impact any organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them.”

John Maxwell



Connect with Us

To learn more about LBUSD's leadership development pipeline programs or our programs for full-time classified staff, please visit our website or contact our office. We are always glad to speak with potential program participants and to share our learning with other districts.

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