



AN INVITATION TO APPLY SUPERINTENDENT

**Temple City Unified School District
Temple City, CA 91780**

“A District of Educational Excellence and Award-Winning Schools”

The Board of Trustees of the Temple City Unified School District seeks a long-term relationship with an exceptional, progressive, and collaborative educational leader who can maintain and build on the District’s strengths and unlimited potential.

The District and Community

The Temple City Unified School District was established as a unified school district on July 1, 1954. A five-member board with four-year terms governs the District. The Governing Board is the policy-making body; the superintendent is the chief executive officer. The following positions/departments report directly to the superintendent: school principals, assistant superintendents, personnel services; instructional services, and chief business official.

The District is located in the West San Gabriel Valley, approximately five miles southeast of Pasadena and 13 miles northeast of downtown Los Angeles. The District includes within its boundaries most of the incorporated City of Temple City, as well as small portions of San Gabriel and Arcadia, and some unincorporated areas of Los Angeles County. TCUSD encompasses approximately four square miles.

The District enrolls 5650 students at one comprehensive high school (9-12), one alternative high school (10-12), one K-12 virtual academy, one intermediate school, four elementary schools, and an adult education school. The population of the District's service area is approximately 35,000. TCUSD employs approximately 390 full-time personnel and about 350 part-time staff. The District mirrors the rich ethnic diversity present in the changing community (67.8% Asian, 20.8% Hispanic, 5.8% white, and 5.6% other). TCUSD is well known for its long-standing history of academic excellence and continued 'small town pride.



Temple City USD is state funded through LCFF with a current year general and in-kind budget of \$87.5 million. Budget reserves are in excess of 10%. The District is fiscally sound and annually earns a clean audit.

Academically, TCUSD is a high achieving district. Every school has earned California Distinguished School status. In 2021-22, Temple City High School thrived on every front. In the SkillsUSA Competition, the TCHS Rams were National Champions receiving Gold Medals in Occupational Health and Safety and Basic Health Care Skills. In the largest invitational ever held, the TCHS Science Olympiad Team placed 13th out of 247 national teams. The TCHS Boys Soccer Team won the Division 5 State Championship. District students annually excel in the visual and performing arts!



Mission Statement

Temple City Unified School District will provide a rigorous comprehensive education in a nurturing environment that embraces the diversity of all students.

Our Mission (Expanded)

We are student centered. We offer all of our students the opportunity to develop the critical thinking and conflict resolution skills they need to become productive contributors to our society through...

1. Rigorous and relevant curriculum enhanced by innovation and creativity.
2. Safe learning environments, which promote educational, emotional and physical whole child development.
3. College and career readiness programs.
4. Positive community engagement.

We prioritize the development of the whole child by...

1. Providing character education to all students.
2. Instilling respect for others and ownership of work product.
3. Promoting collaborative teamwork through academics, arts, activities, and athletics.

We support a transparent and collaborative culture where various stakeholders participate in the shared decision-making process.

Core Values

Integrity | Service | Respect

District Vision

Temple City Unified School District, in partnership with our surrounding community, provides meaningful opportunities to all students while maintaining a nurturing and safe learning environment in which we embrace diversity and collaboration.



Belief Statements

1. Each student is unique and capable of learning.
2. Our staff continuously improves their knowledge and engages in activities that enhance their effectiveness as educators.
3. We will seek to develop innovative and creative strategies that enhance the educational climate.



4. Schools are welcoming places which provide a nurturing, healthy and safe learning environment that ensures the educational, emotional, and physical development of all of our students.
5. Self-esteem and self-respect are derived through positive academic, artistic, athletic and extra-curricular experiences.
6. We believe that students are our first priority.
7. We believe in integrity, diversity, and respect for all.
8. We believe students need a positive, nurturing environment.
9. We believe student, family, and community engagement are critical for our success.
10. We believe in a truly collaborative environment where staff members work together.

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 Temple City Unified 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

- Academically High Achieving Schools
- District Culture: Traditions are Important and Carried on
- Family-like Environment; Small Town Where Everyone is Known and Valued
- Families and Community Actively Support TCUSD Schools
- Excellent Partnership with the City of Temple City
- Strong and Effective Education Foundation and Highly Active PTA Programs
- Extensive Volunteerism at Every School
- Outstanding Co-curricular Activities that include Athletics, Performing Arts, and Clubs with a High Level of Student Participation
- A Steadily Growing Diversity in Temple City Schools
- Wellness Program for Students and Parents

Greatest Needs/Critical Issues Facing the District

- Developing Strategies to Increase Enrollment
- Continued Focus on Facility Needs Assessment and Improvements
- Seek to Expand Community Partnerships that Create Opportunities for Our Students
- Increase Educational Opportunities for Students with Programs such as Concurrent College Enrollment and Dual Language Immersion
- Continue to Focus on Social/Emotional Well-Being of Students and Staff
- Strengthen/Build Administrative Team

Desired Characteristics of the New Superintendent

A leader who is:

- Understanding and Appreciative of the Culture of Temple City and TCUSD
- Excellent at Relationship-Building; Collaborative with **All** Stakeholders
- A Visionary, Innovative and Progressive; Forward Moving with Regard to Professional Development and Curriculum
- At TCUSD for the Long Haul; Stability
- Highly Visible and Approachable at District and Community Events
- Outstanding with People and Communication Skills; Has an Open-Door Policy
- Transparent; a Leader with Integrity and Strong Moral Character
- A Motivator; Inspires Others to be Better (to Be Their Best)
- Comfortable with Students and Parents and Dedicates Time to Interacting with Them

The Selection and Application Process

Dr. Jan Britz and Dr. Tom Johnstone of The Cosca Group (TCG) have been retained by the Temple City Unified 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 September 8, 2022.

- 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 Dr. Jan Britz and Dr. Tom Johnstone
jbritz@thecoscagroup.com and tjohnstone@thecoscagroup.com

All materials must be received by the deadline of 4:00 p.m., September 8, 2022

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:

- Dr. Jan Britz (805) 796-9772 / jbritz@thecoscagroup.com
- Dr. Tom Johnstone (310) 350-0896 / tjohnstone@thecoscagroup.com

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