

## Send Completed Application and Related Information to:

The Cosca Group  
Attention: Frank Cosca, Bill Bragg and Ken Noonan  
4751 Mangels Boulevard  
Fairfield, CA 94534

**Application deadline: 5:00 p.m., August 4, 2008**

### Board of Trustees

Name	Title	Term Expires
Dr. Annette Easton	President	2010
Katherine White	Clerk	2010
Dr. Janet Lamborghini	Member	2008
Steven McDowell	Member	2010
Doug Perkins	Member	2010

Any candidate who contacts or attempts to contact a Board member to influence the selection process will automatically be disqualified from further consideration.

### Contract Terms:

The successful candidate will be offered a multiyear contract with a competitive and negotiable salary based upon qualifications and experience.

The Del Mar Union School District does not discriminate on the basis of gender, age, religion, race, national origin, sexual orientation, or disability in its educational programs and activities or in the recruitment and employment of personnel.



### Application and Selection Process

The Cosca Group has been retained by the Board of Trustees to conduct the search, recruitment, screening and selection process for the new Superintendent of Schools. Frank Cosca, Bill Bragg and Ken Noonan are the consultants assisting in this search.

Interested applicants must submit all of the following documents prior to 5:00 p.m. on August 4, 2008.

- Completed application form (provided by The Cosca Group)
- Personal letter of application
- Resume, including record of professional education
- Five letters from professional references (three of which must be current)

Application packets may be obtained by contacting The Cosca Group at (707) 646-2846; by email at [tcgcorp@sbcglobal.net](mailto:tcgcorp@sbcglobal.net); on the web at: [www.thecoscagroup.com](http://www.thecoscagroup.com) or by calling any of the following consultants:

Frank Cosca (714) 637-3382  
Bill Bragg (949) 498-2570  
Ken Noonan (760) 754-1231

All aspects of the search will be confidential. Board members will visit the District and community of the final candidate.

# Del Mar Union School District

## Board of Trustees

Seeks an Experienced,  
Respected, Inspirational,  
Educational Leader to

serve as

## Superintendent of Schools





## About the District and Community

Located in north coastal San Diego County in California, the K-6 Del Mar Union School District (with an enrollment of 4,145) is characterized by high student achievement, a wide variety of student enrichment opportunities, and a highly engaged parent community. Seven of the eight DMUSD schools have exceeded 900 on the state Academic Performance Index. (The newest school does not yet have standardized test scores). Six of the DMUSD schools have been identified as California Distinguished Schools and one is a National Blue Ribbon School. In the past seven years, the District has grown from three schools with 1,600 students to eight schools with 4,145 students.

The District's eight schools are located within eight miles of the scenic Pacific Ocean, and are easily accessible to the major universities, shopping, and attractions in San Diego County. The District serves the citizens and students in the seaside community of Del Mar and the rapidly growing Carmel Valley area of the City of San Diego.

The ethnic composition of the District's students include: Asian Indian: 3.6%, Black: 1.7%, Chinese: 1.1%, Filipino: 1.5%, Hispanic: 5.9%, Korean: 5.5%, Vietnamese: 1.7%, White: 65%, and Other: 1.6%.

The District's annual budget is \$42.3 million. The staff consists of 256 teachers, 20 certificated support staff, 13 certificated managers, 3 classified managers and 256 classified employees, which includes 77 After School Programs employees. The District has active PTAs and a districtwide education foundation.



## Mission Statement

Supported by an involved community, an outstanding staff and a shared vision for academic excellence, the Del Mar Union School District is committed to providing a rigorous, inspiring and nurturing educational program that is continually evolving to develop well-rounded individuals who embrace learning for life and who are prepared to meet the challenges of the future.

## District Strengths, Needs/Critical Issues, and the Characteristics Desired of a

### Future Superintendent

Board members, parents, staff, community members and civic leaders participated in a process to identify the strengths, needs and critical issues of the Del Mar Union School District, as well as the desired characteristics of their new superintendent. The following points highlight that input.

### Greatest Strengths of the District

- ▶ Quality employees at all levels are the district's greatest strength.
- ▶ Each school demonstrates a strong sense of community yet is encouraged to express its own uniqueness.
- ▶ A history of excellent Board/teacher relationships is supported by a very collaborative interest-based bargaining model.
- ▶ Enrichment programs designed to develop the whole child exist at each school.
- ▶ Extraordinary parent support is demonstrated through extensive volunteerism, involvement with academics/homework, and through generous financial contributions.
- ▶ A five-year, regularly updated strategic plan serves as a living document to guide the District.
- ▶ A recent Harris Poll Survey found that the positive relationship between teachers, students and parents, as well as the commitment to excellence by all stakeholders, is "like no other District."

### Critical Issues and Needs of the District

- ▶ All parties desire a renewed sense of trust and harmony in the District.
- ▶ District costs exceed income thus requiring prioritization of expenses and/or generation of additional revenue.
- ▶ Differences of opinions or perceptions concerning the role of the Board, superintendent, staff and community exist.
- ▶ The District Office facility will need to be relocated within the next three years.
- ▶ Shifting enrollment between some neighborhood schools creates challenges.
- ▶ Strong instructional leadership is required.
- ▶ There is a need to bring intellectually and emotionally divergent groups together, utilizing a collaborative and inclusive process to develop a common vision.

### Desired Characteristics of the new Superintendent

- ▶ A visionary, democratic leader with proven experiences in bringing divergent groups together
- ▶ Ability to lead the district and hold others and himself/herself accountable
- ▶ Demonstrated record of positive financial stewardship along with the entrepreneurial ability to create new financial opportunities
- ▶ Focused on the development of the whole child
- ▶ A visible leader and manager who naturally demonstrates interpersonal skills that inspire trust and positive relationships
- ▶ A knowledgeable, experienced instructional leader who honors present successes while developing new strategies

