



What should the next Superintendent concentrate on in WCCUSD?

How should she or he lead our schools?

Dr. Bruce Harter, who has led the District for the last decade, is retiring on June 30th. The Board has hired a search firm to hire the next Superintendent, and they are asking for input about what qualities are important to us as parents, teachers, students, and community members.

Voice your thoughts and hopes via email at baysidepta@gmail.com by March 21st. The PTA will present your comments to the search firm.

Don't know what a Superintendent does? See below.

What Does a School Superintendent Do?

Each school district in California is managed by a superintendent that is hired by and reports to the local elected school board.

The superintendent is the top executive ("CEO") in the school district.

The superintendent implements the school board's vision by making day-to-day decisions about educational programs, spending, staff, and facilities. The superintendent hires, supervises, and manages the central staff and principals.

Superintendents must work with school leaders -- principals -- to serve the needs of students and meet the district goals.

The superintendent must also respond to the demands of all the other constituencies and interest groups in the district: teachers, students, parents, staff, advocates, and the community at large. She or he must consider how to use the financial and human resources of the district in order to achieve the best results. While being mindful of competing demands, a great superintendent will be guided by what is best for all students.

What makes a great superintendent?

The non-profit organization [Great Schools](#) put together this list of what makes an effective superintendent:

1. **A great superintendent has a clear vision for the district.** He or she works with the school board to set the vision, goals and objectives for the district, and then sees to it that the goals are achieved.
2. **A great superintendent is an instructional leader.** He or she knows that the most important job of the school district is to make sure students are learning and achieving at high levels. He or she is knowledgeable of the best practices for maximizing student achievement and is supportive of teachers in the district.
3. **A great superintendent is an effective communicator.** He or she must effectively communicate the needs and accomplishments of the district in a variety of formats: written reports, communication with the media, public meetings and attendance at school events.
4. **A great superintendent is a good manager.** He or she directs the administrators to accomplish the goals of the district, monitors their progress and evaluates their performance.
5. **A great superintendent is a good listener.** He or she must listen and take into account differing viewpoints of various constituencies, and then make the best decision.
6. **A great superintendent is not afraid to take risks or make a commitment.** An average superintendent might set goals that are vague or easily achieved, but a great superintendent would set bold goals that take effort and commitment, such as "The majority of third graders will be able to read by the end of the school year," and then put the programs and resources in place to achieve those goals.
7. **A great superintendent is flexible.** He or she needs to be able to manage the politics of the job - to adapt to new board members, changes in state funding and changes in the school community while not sacrificing the district's vision. A great superintendent takes a collaborative rather than a confrontational approach.
8. **A great superintendent must have good people skills.** She or he must be sincere, approachable, and not phony.
9. **A great superintendent must be level-headed and prepared to lead without drama.** Huge challenges call for credibility, graciousness, and careful discourse.

WCCUSD by the Numbers

K-12 Students: 28,700 enrolled in 2015-16

of Cities Served: 5 – Richmond, El Cerrito, Hercules, Pinole, and San Pablo -- as well the unincorporated town of Kensington and other unincorporated areas of Contra Costa County: It covers ~100 square miles.

of Schools: 53 – In 2015-16, WCCUSD operates 36 elementary schools, 6 middle schools, 6 high schools, and 5 alternative programs.