



Hillsborough
CITY SCHOOL DISTRICT

Superintendent
Opportunity Statement

Welcome to HCSD and The Opportunity

Hillsborough City School District will be welcoming a transformative, visionary leader as the next Superintendent beginning July 1, 2024. Our new leader will be a passionate educator enthused by the unique opportunities to work with our award-winning schools and eager to embrace every aspect of HCSD's dynamic, diverse, and supportive community.

HCSD's next leader will join a school community committed to academic excellence, integrity, and service, where students, faculty, and staff embark on journeys of inquiry and discovery together. This is an extraordinary opportunity to lead an inclusive community committed to affirming and nurturing each student's individual strengths, well-being, dreams, and identity.



Exceptional Education and Essential Outcomes

Our four schools combined have received over 130 awards, including six National Blue Ribbon Awards, 35 California Distinguished School Awards, 31 County Kent Awards for Innovative Programs, 29 California Business for Education & Excellence Awards, and 29 Other Awards & Recognition.



At the core mission of the school district are the HCSD Essential Outcomes that challenge students to become people of good character, innovators and problem solvers, effective communicators, global citizens, lifelong learners, and effective users of technology.

Key Responsibilities

Advance the District's Vision

- Articulate a 21st-century vision for K–8 education achieved through inquiry-based learning and academic innovation.
- Partner thoughtfully with key stakeholders to advance HCSD's academic curricula and Essential Outcomes.

Inspire and Build Community

- Be a visible, accessible, and approachable leader who prizes and fosters a collegial and diverse community that is interested and involved in their schools.
- Listen actively and engage enthusiastically with students, faculty, staff, parents, and the greater District community.
- Bring personal energy to promote trust and engagement across the District community and cultivate collaboration, mutual respect, and unity of purpose.

Grow the Capacity of the Organization

- Attract, empower, develop, and retain a talented and diverse faculty, staff, and administrative leadership team.
- Enhance existing organizational structures, systems, and policies to foster continued inclusive decision-making processes.



Our mission is to develop students who think critically, act ethically, and embrace challenge.

- HCSD Mission Statement



Critical Experience and Attributes

Passion for Education

- Dynamic educational leader with a history of delivering innovation and excellence.
- A “Lead Learner” who exemplifies a commitment to a lifelong search for knowledge and understanding.

Commitment to Diversity, Equity, Inclusion & Belonging (DEIB)

- Experience leading DEI initiatives that have influenced organizational culture, practices, and strategies.
- Proven success in developing and leading a diverse and dynamic team of colleagues.

Inspirational Leadership & High Capacity for Community Engagement

- Experience motivating and inspiring a dedicated faculty, staff, and compassionate and curious students in a small, vibrant community.
- Effective partnership and engagement with students, faculty, staff, alumnae, and the Board of Trustees.

Organizational Management

- An organizational systems thinker.
- Ability to provide strategic and tactical leadership to the financial and operational framework of a community-funded (“basic aid”) public school district.

Fundraising Experience

- Experience partnering with high-functioning non-profit school foundations (see “Hillsborough Schools Foundation” below).

Professional Capabilities

- Exceptional verbal and written communication skills.
- Ability to articulate an inspiring vision, set challenging goals, prioritize strategically, and delegate for success.
- Deep commitment to professional development in curriculum and pedagogy to enable excellent and relevant student-centered programming.
- Transparency and the ability to communicate decisions and rationales to varied constituencies in a manner that engenders trust and unity.
- Financial fluency and experience managing budgets, preferably in a community-funded environment.
- Experience with/knowledge of bond construction programs.
- Experience with/knowledge of joint powers agencies such as Recreation Districts in partnership with a municipality.



Empower. Engage. Evolve.



- Hillsborough City School District and Hillsborough Schools Foundation (HSF) work in partnership to raise funds that support an excellent education beyond what is possible with public funding for all HCSD students.
- 647 district families contributed to the HSF Annual Giving Campaign which is 81% of current families.
- 200+ community members without children in the district continue to donate
- Since 1980, HSF has raised over \$66 million for the Hillsborough Schools.
- Last year, HSF donated \$3.4 million to HCSD, allowing educational excellence to continue.



Facts at a Glance

- HSF dedicated \$257,000 of the \$3.4 million to support art education at all four schools.
- Experienced Artist-in-Residence serving all three elementary schools
- Hillsborough education continues to be ranked among the top 1% in California
- All four schools have dedicated and engaged instructional coaches supporting our educators and students.
- 73% smaller class size, average core class is 22 students
- Education specialists and dedicated counselors
- Innovation Labs (iLab) at each elementary site with full-time teachers
- Makerspace at Crocker Middle School
- State-of-the-art television studio (HTV)
- 1:1 Chromebooks for every student in grades 1-8
- 1:1 iPads for every student in Kindergarten
- Rich music curriculum for K-5 students
- Choral music and instrumental music programs at Crocker Middle School