

# LONG BEACH UNIFIED SCHOOL DISTRICT



*invites your interest for the position of*

# CHIEF TECHNOLOGY OFFICER

## The Long Beach Unified School District

The Long Beach Unified School District (LBUSD) has earned a reputation as one of America's finest school systems, winning many awards as a national and international model of excellence. The Global Education Study by the nonprofit Battelle for Kids organization has previously listed LBUSD among five of the world's highest performing school systems. LBUSD also is one of the world's top 20 school systems, and one of the top three in the U.S. in terms of sustained and significant improvements, according to a report described as the most comprehensive analysis of global school system reform ever assembled. The study was conducted by McKinsey & Company, a trusted advisor and counselor to many of the most influential businesses and institutions in the world. McKinsey serves more than 70 percent of Fortune magazine's most admired companies.



The school district was named a national winner of the Broad Prize for Urban Education, recognizing America's best urban school system for increasing student achievement. LBUSD is a five-time finalist for the prize. The district also was listed among California "Districts Beating the Odds" by the Learning Policy Institute. Long Beach was identified as a "positive outlier" district where Hispanic, white, and African American students achieve at higher than predicted levels, performing better than students of similar racial, ethnic, and socioeconomic backgrounds in most other districts. LBUSD also earned the District of the Year award from the national business news publisher Industry Dive and its publication, Education Dive. The honor is part of the Dive Awards recognizing education's "top disruptors and innovators."

Established in 1885, LBUSD currently educates 65,500 students in 84 public schools located in the cities of Long Beach, Lakewood, Signal Hill, and Avalon on Catalina Island. With a team of more than 12,000 full-time and part-time employees, the school district is the largest employer in Long Beach. The fourth largest school district in California, LBUSD serves one of the most diverse large cities in the United States, and dozens of languages are spoken by local students.

The school district has won widespread recognition for excellence in academic achievement, the arts, and athletics. LBUSD's successes have been chronicled by national media including the New York Times, Washington Post, The Atlantic, U.S. News and World Report, USA Today, Newsweek, Time, Parade, Sports Illustrated, ESPN, Good Morning America, NBC's Today Show, CBS's This Morning, CNN Headline News and others.

LBUSD was the first public school system in the U.S. to require uniforms in kindergarten through eighth grade; the first

to require any third grader reading below grade level to attend mandatory summer school; and the first to end social promotion. LBUSD's reforms have paid off with record attendance and low absenteeism, more students taking college preparatory courses, and safer schools. Local schools continue to post significant gains in student achievement. LBUSD has also established educational partnerships with more than 1,300 local businesses, which recognize the district's role in developing a well-educated, highly skilled work force. Thousands of Volunteers in Public Schools (VIPS) assist teachers and students in classrooms. Local schools have won numerous California Distinguished, National Blue Ribbon and National Green Ribbon awards.





These are the hallmarks of one of America's finest school systems. A total commitment to continuous improvement is what makes the Long Beach Unified School District a national and international leader in preparing young men and women for success.

## **The Position of CTO and Ideal Candidate Profile**

The Chief Technology Officer (CTO) is a newly created position replacing the Executive Director of Technology & Information Services. The CTO will serve as a principal advisor and strategic partner in providing visionary, collaborative, and proactive leadership towards the development, implementation, and direction for the LBUSD's technology and information services. This includes education technology, student information management and business systems, while assuring technology solutions and strategic plans align with the mission, vision, and values of the Board of Education and Superintendent of Schools.

In reporting to the Chief Business & Financial Officer of the District, the CTO will lead and oversee the district's core technology teams, including the Technology & Information Services Branch (TISB) that includes a staff of 63 FTE. TISB is tasked with management of the district's networking & infrastructure, Internet access, cloud collaboration (MicroSoft M365 & Google G-Suite), over 40,000 computers & 220,000 Chromebooks, phones & other electronic devices, cybersecurity, and application development.



Additional priorities for the new CTO include a new ERP implementation. The needs assessment portion of the project is in progress and it is anticipated the RFP stage of the project will be ready within the next two years. Concurrent with this effort is the emphasis on project management with pending development of a Project Management Office (PMO). Cyber Security, administration of E-Rate (federal educational funding), vendor relationship management, and continual process and system improvement are ongoing operational priorities. At the strategic level, development of an organizational business plan to meet the future technology needs of the district operations is under way. The initial phases will be introduced this summer with the full implementation expected to be a multi-year effort requiring continual evaluation and adjustment.

The ideal candidate will be a strategic thinker and transformational leader with excellent administration skills, while providing creative and visionary solutions in providing essential technology tools and services to the user community. Enhanced service delivery, dedication to customer service, and a proven ability to incorporate innovative solutions through collaborative working relationships are essential towards establishing positive relationships with users, staff, and peers. The expectation is to effectively navigate and address the myriad of complex organizational considerations with a spirit of enthusiasm and positive energy. Industry benchmarking and implementation of best practices are expected in this role along with an ability to effectively communicate, manage and deliver on the needs of its customers within current operational capacity.

This position will require a bachelor's degree in computer science, information technology, business administration, education, or a related field along with a minimum of seven years management experience within a school district, institution of higher learning or a similar public agency involving the development of strategic technology plans and the direction of educational technology, student data management, and business systems. Previous experience as a CTO or CITE Certified Chief Technology Officer certification is highly preferred, and a master's degree in one of the above-mentioned fields is desirable. Any other combination of education, training, and experience, which demonstrates that the applicant is likely to possess the required skills, knowledge, or abilities, may be considered.

## Compensation and Benefits

The Long Beach Unified School District offers an excellent compensation and benefits program. The base salary for this position is \$197,504.59 - \$231,926.62 dependent upon the qualifications of the selected candidate. The attractive benefits program includes:

- ◆ Retirement: The District participates in the California Public Employees' Retirement System (CalPERS). The district participates in Social Security.
- ◆ Medical Insurance: Coverage for employees and eligible dependents. The three medical plan options include Kaiser Permanente HMO, Aetna HMO, or Aetna Choice POS II (Open Access).
- ◆ Dental Insurance: Two dental plan options are offered, Delta Premier Plus PPO or Delta USA HMO.
- ◆ Vision Insurance: EyeMed Vision provides comprehensive vision care for employees only.
- ◆ Vacation: Accrual at the rate of .081 for each hour worked for a total of 21 days a year for full-time 12 month employees.
- ◆ Holidays: 14 paid holidays annually.
- ◆ Sick /Personal Leave: Accrual at the rate of 13 days a year. Employees of other California school districts who have accrued sick leave may transfer it to LBUSD in accordance with the California Education Code.
- ◆ Flexible Spending Accounts (FSA): Access to two FSA's including a Health Care FSA and a Dependent Care FSA.
- ◆ Deferred Compensation: the district offers two voluntary pre-tax programs including a 403(B) and a 457(B).
- ◆ Employee Wellness: District provides a program through Employee Assistance Service for Education (EASE) to assist with personal and work/life issues.



## The Process

To pursue this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://www.averyassoc.net/current-searches/) to upload your letter of interest, resume, and contact information, including email addresses for five work-related references (who will not be contacted until after a preliminary interview takes place).

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The final filing date for this recruitment is: July 7, 2023

Those candidates who are identified as having backgrounds most closely associated with the position requirements are anticipated to meet with the search firm during the mid-July timeframe. Subsequent interviews for those invited to meet with the LBUSD are anticipated to take place in early-to-mid August, with an appointment desired by late August.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: [paulk@averyassoc.net](mailto:paulk@averyassoc.net) or Bill Lopez at 408.888.4099 or by email: [williaml@averyassoc.net](mailto:williaml@averyassoc.net).