



2011 Superintendent's Search
California School Employees Association
HBUHSD CSEA Chapter 157
March 2, 2011

Professional/Leadership

- Strong background in fiscal management, and long-term accomplishments both in education and in/with the business arena
- Political astuteness
- Modern leader with a vision, and innovative approach to problem-solving
- Experience working with and within a diverse community, internally and externally
- Transparent and collaborative communicator with the Board of Trustees, the cabinets, managers, all employee groups, and the community
- Experience in discerning root-cause issues rather than utilizing band-aid approach
- Has experience working within a MERIT system and a Personnel Commission
- Able to separate needs from wants, requiring accountability at all levels
- Has experience working with the private sector and drawing support from the surrounding communities
- Modern leader who fosters a collaborative professional working-relationship within our community
- Has experience and believes in the benefits of an all-stakeholders Strategic Plan
- Demonstrates effective collaboration with all volunteer groups
- Strives to support all student activities equally
- History in implementing new and modern strategies for curriculum implementation and revamping obsolete and outdated internal processes and procedures
- Experience in supported and supportive change management processes
- Implements innovative CTE/vocational programs to assure post-secondary success for non-college-bound students
- Communication-savvy, rather than information distributor
- Distributes burdens equally among all affected programs and employee groups
- Retains good people and lets them work to their potential and capabilities
- Integrates new business and education technologies , and makes proper “tools of the trade” available to support staff

Personnel

- All-Inclusive leader-ship style
- Visible in all of the departments

- Takes an interests in classified issues
- Fosters staff talents, professional development, and supports a bottom up (not top down) all-inclusive management styles
- Allows staff to do their job and builds on employee’s innovative contributions to the administrative processes and operational systems
- Management by Walking Around - Is visible, approachable, open-minded to new ideas and has an open door policy, and seeks input
- Understands that those affected by a decision should be part of the decision-making process
- Expects communicative managers and trained supervisors who are supportive of the personnel they supervise
- Seeks consensus by fostering team-work and allows all staff to be a contributor to solutions
- Experience in and believes in the collective bargaining process and open dialogue during negotiations
- Supports all employee groups with equal respect, opportunities, and in a safe professionally civil work-environment
- Not afraid to support new policies that would establish the desired goals
- Holds classified professionals in high esteem, respecting the contributions of the front-line support staff

Personal

- Lives within the HBUHD boundaries
- Strives to understand the communities we serve. (HB is a big city, but we are a small town)
- Cares about the impact our work has on our students
- Believes in our “end-product,” and makes decisions based on the student and community lives we touch
- Energetic, open-minded
- Effective communicator and listens
- Takes responsibility
- Leads by example
- Willingness to learn by “walking in our shoes”
- Fosters a mentoring and coaching climate between and within all employee groups

Respectfully submitted on behalf of the

The Classified Professionals of the HBUHSD
Your Partners in Education

Christiane Garisek
Chapter President