



Information for Applicants for the Position of

**SUPERINTENDENT**  
**Morgan Hill Unified School District**

**THE POSITION**

The Board of Education of Morgan Hill Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

**PROFESSIONAL PROFILE**

Morgan Hill Unified School District seeks a superintendent who:

- Has a proven track record of growing academic achievement for all students
- Has been a classroom teacher, principal and executive level leader, superintendent experience desirable
- Has successfully guided equity work at an executive level
- Has demonstrated the ability to work collaboratively with the Board of Education, teachers, staff, parents, students and the community
- Is knowledgeable of charter school operations and their impact and relationship with the school district
- Has a good understanding of K-12 budgets and state finances
- Knows the California educational environment
- Has successful experience building the capacity of all staff
- Will hold self and others accountable
- Has successful experiences working with labor groups

**PERSONAL PROFILE**

- Morgan Hill Unified School District seeks a superintendent who:
- Possesses a collaborative spirit
- Is trustworthy and a person of highest integrity
- Is a passionate and empathetic leader
- Has outstanding communication skills
- Is innovative and open to trying new ideas to enhance learning opportunities for all students
- Has a deep and genuine commitment to social justice and equity
- Has a clear vision of success for ALL students
- Is an open and transparent leader
- Is politically astute

**DESIRED EDUCATION/EXPERIENCE**

- Masters degree or higher with a record of continuous learning (Doctorate desirable)
- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and at least three years' experience as a central office administrator at an executive level
- Bilingual candidates are encouraged to apply

## SELECTION PROCESS

The Board of Education has retained Consultants Dennis Smith and Eric Andrew of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. The Board will have the opportunity to review all applications submitted. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the District and communities of a candidate prior to a final decision.

## SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. A multi-year contract will be considered.

## APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of application
- A fully completed application form
- A resume
- Three professional references
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

## THE DISTRICT

The Morgan Hill Unified School District comprises a diverse population, inhabiting a substantial, 300 square mile area in the southern region of Santa Clara County. Our 14 neighborhood schools are the heartbeat of our community, with each school providing a central destination for education, growth, and support on both an academic and social-emotional level. The District is currently the largest employer in the City of Morgan Hill, with approximately 800 employees in positions ranging from maintenance, bus drivers, office staff, teachers to administrators. In November of 2016 the school board transitioned from at-large to district elections in an effort to increase minority representation on the seven member MHUSD school board.

The District serves nearly 9,000 students within our six elementary schools, two elementary/middle schools, one dual immersion magnet program, one continuation high school, two comprehensive high schools, and one community adult school. Our schools are located mostly in Morgan Hill, but also San Martin and South San Jose. The District's minority enrollment is 69% of the student body with the majority being Latinx.

## THE COMMUNITY

Morgan Hill is one of Silicon Valley's rare gems: a getaway destination that's both full of opportunity and easily accessible, just a short distance from downtown San Jose. It is home to an abundance of fresh air and rolling hills, award-winning wineries, an up-and-coming downtown with fabulous restaurants, art, and boutique shopping, world-class cycling and hiking routes, you-pick farms, state-of-the-art sporting facilities, gorgeous special event venues, championship golf courses, and heartwarming local festivals.

## THE BOARD OF EDUCATION

Wendy Sullivan, President  
John Horner, Vice President  
Adam Escoto, Trustee  
Carol Gittens, Trustee  
Ivan Rosales Montes, Trustee  
Heather Orosco, Trustee

Mary Patterson, Trustee

*Morgan Hill Unified School District is an equal opportunity employer.*

## **APPLICATION PROCESS**

**To request application materials for the Morgan Hill Unified School District Superintendent position visit [www.leadershipassociates.org/active-searches](http://www.leadershipassociates.org/active-searches) and select Morgan Hill Unified School District.**

For other inquires contact Penny Pyle, Executive Assistant, at [ppyle@leadershipassociates.org](mailto:ppyle@leadershipassociates.org).

**Applications must be completed and returned via email by 5:00 P.M. on April 2, 2021**

**Consultants:  
Dennis Smith, Ed.D  
Eric Andrew, Ed.D.**

**Leadership Associates**  
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