



Information for Applicants for the Position of

SUPERINTENDENT **Modesto City Schools**

THE POSITION

The Board of Education of Modesto City Schools serving over 30,000 students in elementary and secondary school districts invites highly qualified, strong, results-oriented, educational leaders with proven track records of success in improving student achievement to apply for the position of District Superintendent. The successful candidate will be a dynamic education leader who possesses the highest level of 21st-century communication skills, integrity, a collaborative style, high energy and be focused on improving achievement for all students as well as embrace the importance of equity and partnerships with community and staff. The superintendent is expected to be committed to the district's award-winning and highly lauded Sustainability Initiative.

PROFESSIONAL PROFILE

Modesto City Schools seeks a superintendent who:

- Puts students and student issues as the top priority—the focus of all actions and decisions
- Holds the genuine belief that all Modesto City Schools students can achieve and move successfully into college or career
- Evidences a collaborative, transparent and inclusive leadership style
- Appreciates and acknowledges the diversity of the community both culturally and socioeconomically
- Leads with an equity mindset and with a sense of urgency to improve student outcomes
- Has a proven track record of growing academic achievement for all students, particularly English language learners and marginalized groups
- Understands the importance of a safe environment for students and staff
- Knows our demographics, understands diversity, has cultural awareness and competence, and develops ongoing communication with parents, students, staff and education partners
- Aligns District resources with District priorities and seeks additional resources for District-defined students' needs and interests
- Brings new perspectives to the district while building upon the current framework and systems alignment
- Works effectively with the governing board, freely and completely sharing information; engages as a member of the governance team
- Understands the operations of the districts' SELPA; knows special education programs and special education law
- Seeks and facilitates finding common ground and consensus with a variety of groups both internally and externally; builds teams and values divergent opinions
- Maintains high visibility; is engaged throughout the community and the schools
- Brings the entire community together toward a strong vision for student achievement
- Treats employees and employee groups respectfully, has a proven track record of success with bargaining groups while protecting the interests of the students
- Is politically astute and savvy
- Builds networks with local government officials, agencies and community organizations
- Seeks opportunities to articulate with feeder school district leaders and county and state colleagues
- Is the public face of the district; celebrates achievement of students, staff and the district
- Values student voice

- Knows California school finance system; has a proven track record of success developing and monitoring district budgets and allocating resources to the greatest good

PERSONAL PROFILE

Modesto City Schools seeks a superintendent who:

- Is trustworthy, honest, ethical, and confidential; leads with integrity
- Is a strategic, decisive, informed decision-maker
- Is open-minded, approachable, visible
- Is an effective, forthright and transparent communicator
- Engages the community and seeks community partnerships
- Facilitates, manages and nurtures change while honoring what exists
- Has courageous conversations
- Offers and receives constructive criticism with an eye to continuous improvement
- Is skilled at team and relationship building
- Treats all equitably and respectfully; welcomes engagement from communities who historically have been challenged to gain access
- Listens actively for understanding
- Is a capacity builder
- Encourages diversity in staffing
- Builds upon the credibility the district has gained throughout the community
- Coaches and develops potential leaders
- Is a well-respected leader in the district s/he now serves
- Is a passionate and compassionate inclusive leader who people want to follow

DESIRED EDUCATION/EXPERIENCE

- Master's degree or higher with a record of continuous learning
- An educator with K-12 experience in California
- Holds a California Administrative Credential
- A record of focusing on students and improving achievement in a diverse community
- A strong fiscal background and understanding of the budget
- Experience as a teacher, principal and experience as a central office administrator
- Leadership experience in a complex educational system with a diverse student population
- Is bilingual

SELECTION PROCESS

The Board of Education has retained Consultants Sally Frazier, Ed.D. and Juan Garza 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. The approximate range is \$305,000 - \$350,000. A multi-year contract will be considered.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A letter of introduction
- A fully completed application form
- A resume
- Three current letters of recommendation (within the past 12 months)
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

Modesto City Schools is a dynamic educational community, united as a combined elementary (TK-8) and high school (9-12) district under a common Board of Education. Serving nearly 30,000 students across 34 schools, MCS is committed to creating engaging, supportive, and safe learning environments for all students.

Our schools offer a wide range of programs that support both academic and personal growth. From expanding before- and after-school programs to introducing athletic opportunities at junior high schools and a new JROTC program at Beyer High School, Modesto City Schools ensures diverse and enriching student experiences. At the elementary level, schools provide all-day TK programs, dual-language learning, and modern learning spaces. High school students benefit from a variety of college and career pathways, including Advanced Placement courses, the International Baccalaureate program, dual-enrollment partnerships with Modesto Junior College, and strong Career Technical Education programs.

Equity and inclusion are at the heart of our mission. We empower students through initiatives like the Superintendent's Student Advisory Council and our two Student Representatives to the Board of Education. Parent engagement is vital to our success, and we actively involve families through programs such as the Parent Advisory Council and Parent Ambassador Program.

We prioritize student safety and well-being with comprehensive safety measures and community partnerships for mentorship and tutoring. We are also committed to sustainability through initiatives like low-emission buses and outdoor learning environments. Modesto City Schools reflects the diverse workforce of our community, and we are committed to supporting our employees, students, their families, and the broader community.

Together, we will continue to build a bright future—one student, one educator, and one community at a time, because every student matters and every moment counts.

THE COMMUNITY

Nestled in the heart of California's San Joaquin Valley, Modesto is a thriving city that blends agricultural heritage with modern amenities. As the seat of Stanislaus County and the 16th largest city in California, it is home to more than 210,000 residents who take pride in their rich traditions, agricultural roots, diverse culture, and welcoming atmosphere.

Centrally positioned along Highway 99, Modesto provides easy access to major destinations. The San Francisco Bay Area lies 90 miles west, while the rolling Sierra Nevada foothills and Yosemite National Park sit to the east, offering a balance of city convenience and outdoor adventure.

Modesto combines small-town charm with metropolitan opportunities, featuring a vibrant arts, education, and entertainment scene. Its mild climate and fertile soil make it a cornerstone of California's agricultural industry. The city continues to grow while preserving the qualities that make it a special place to live and work. With a strong commitment to education, economic development, and community engagement, Modesto is an ideal location for leaders eager to make a lasting impact.

THE BOARD OF EDUCATION

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Modesto City Schools is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Modesto City Schools Superintendent position visit www.leadershipassociates.org/active-searches and select Modesto City Schools.

For other inquiries contact Penny Pyle, Search Support Specialist, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on March 17, 2025

Consultants:
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