



Information for Applicants for the Position of **SUPERINTENDENT** **GROSSMONT UNION HIGH SCHOOL DISTRICT**

THE POSITION

The Grossmont Union High School District (GUHSD) Governing Board seeks a Superintendent to lead over 3,000 caring, collaborative, and innovative staff members in fulfilling the District's purpose of "empowering each GUHSD student to build the best future." All candidates with a track record of building high-quality educational programs and ensuring every individual student has what they need to succeed are invited to apply.

CANDIDATE PROFILE

GUHSD's Governing Board, staff members, students, families, and community members provided valuable input regarding the experience and character traits they believe the next Superintendent should possess:

- Experience as a California teacher and school site administrator
- A proven track record of:
 - Motivating others to achieve extraordinary results for students
 - Successfully navigating situations with no easy answers
 - Collaborating with administrators, teachers, students, and the community to improve school culture and student achievement.
- A person of impeccable character with mentors, colleagues, and students who could speak to it
- Views GUHSD as a destination district and committed to staying at least five years
- Experience working in a community that is evenly balanced from a political perspective
- Comfortable working in a strong-Board culture
- Familiarity with – and a commitment to reinforcing – GUHSD's key strengths:
 - **Relevant, high-quality educational programs and a focus on delivering what every student needs to succeed** – GUHSD has Gold Ribbon Schools, California Distinguished Schools, and schools ranked among "America's Best High Schools" by U.S. News and World Report. With a focus on delivering what every student needs to succeed, GUHSD provides access to tools like **free 24/7 tutoring**.
 - **Robust career training and industry certifications** – Through its **44** Career Technical Education (CTE) **pathways** across 12 in-demand industry sectors – including Engineering, Health Sciences and Medical Technology, Information Technology, and more – GUHSD students acquire cutting-edge training for success in the careers of tomorrow.
 - **Safe, modern learning environments** – East County citizens invested over \$800-million in new construction and modernization at all GUHSD campuses through the GUHSD **bond construction program**. The result? GUHSD schools now look like college campuses.
 - **A caring, collaborative, and innovative staff** – GUHSD's staff members are guided by three Core Values: caring, collaborative, and innovative. Every role in the organization – both in the classroom and out – is filled by someone who cares deeply about East County's kids and understands GUHSD's central role in building the brightest possible future for East County. 70.03% of GUHSD staff members graduated from, or sent their children to, one of GUHSD's 17 schools or programs, illustrating the personal and unyielding commitment of GUHSD's staff to the success of their schools.

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferred)
- Deep understanding of school budgets and education finance in California
- Experience leading a large organization through a period of significant change

SELECTION PROCESS

The GUHSD Governing Board has retained Consultants Rich Thome Chávez and William Banning of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Governing Board for interviews and further consideration. The Governing Board will have the opportunity to review all applications submitted. Any contact with Governing 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. Governing Board members reserve the right to visit a candidate's District and communities prior to a final decision.

SALARY AND CONTRACT

The base salary is up to \$311,000, and a multi-year contract will be considered.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

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

All materials will be acknowledged and treated confidentially

THE DISTRICT AND COMMUNITY

GUHSD is an all-high-school District located in the eastern portion of San Diego County. Established in 1920, GUHSD encompasses an area of approximately 465 square miles, including the cities of El Cajon, Santee, and Lemon Grove, most of the city of La Mesa, a small portion of the city of San Diego, and the unincorporated communities of Alpine, Dulzura, Jamul, Lakeside, and Spring Valley. GUHSD comprises nine comprehensive high schools, a middle college high school, a project-based learning school of choice, one continuation high school, three special education academies, and an adult education program. GUHSD also oversees three charter schools.

Every year since 2009, more than 60% of the District's graduating seniors attend a four year college/university or a community college immediately after graduation. GUHSD's District Office supports its schools and instructional program through its Business Services, Human Resources, and Educational Services Divisions. With 2,300 full-time employees and hundreds of hourly employees, GUHSD is the East County's largest employer. GUHSD has graduated multiple generations of East County families as East County is a community in which many residents grow up, go to school, and proudly stay, work, and raise their own families. Today's GUHSD students are tomorrow's East County business owners, health care professionals, electricians, mayors, and teachers. To learn more about GUHSD's core values and key strengths, please see the [GUHSD Team Playbook](#) and visit the District website at www.guhsd.net.

THE BOARD OF EDUCATION

Dr. Gary C. Woods, President

Robert Shield, Vice President

Scott Eckert, Clerk

Chris Fite, Member

Jim Kelly, Member

The Grossmont Union High School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Grossmont Union High School District Superintendent position, please visit <http://www.leadershipassociates.org/active-searches/> and select the listing for this position.

Applications must be completed and returned via email by 5:00 P.M. on April 18, 2025

Consultants

Rich Thome Chávez, William Banning

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