



Draft – Pending Approval

Information for Applicants for the Position of
SUPERINTENDENT
CENTRAL UNIFIED SCHOOL DISTRICT

THE POSITION

The Board of Education of the Central 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

The Central Unified School District seeks a superintendent who:

- Is a student-centered leader who prioritizes student needs and interests in decisions
- Is visionary and innovative in strategic planning for our growing district into the future
- Is a systems thinker
- Values and is experienced working with a culturally and socio-economically diverse community
- Has proven success with all aspects of school district budgets; is well-versed in school finance; is fiscally responsible
- Has experience with structuring school bonds and bond oversight committees
- Is an instructional leader with experience as teacher, principal and executive cabinet leader in CA
- Has a deep commitment to equity, ensuring all students, regardless of background, receive the support they need to succeed
- Embraces diversity and ensures that all students and families feel seen, valued and supported
- Has a proven track record of developing lasting and positive relationships with labor partners
- Has demonstrated the ability to work collaboratively and effectively with the Board of Education
- Has a history of implementing meaningful improvements in student outcomes, instruction, and district operations
- Will value and build upon partnerships
- Uses data in decision-making
- Has the ability to bring people together while making necessary changes to drive progress toward goals
- Is culturally competent and inclusive
- Is experienced with planning and training staff and students to ensure safety of students and staff
- Will hold self and all staff accountable

PERSONAL PROFILE

The Central Unified School District seeks a superintendent who:

- Is visible, approachable, personable and accessible throughout the district and the community
- Is relational, a people person
- Is an empathetic, caring, and compassionate leader actively involved in school and community events
- Is a strong communicator and collaborator, working in partnership with the board, staff, families, and community members to build trust and transparency
- Can inspire and motivate staff to make changes that are in the best interests of students
- Is courageous, adaptable, and flexible in his/her approach to decision-making
- Has integrity and is trustworthy and authentic
- Understands the value of continuity of leadership in building trust and stability

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with TK-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 experience as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Dr. Sally Frazier and Mr. 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. This approximate salary range is \$240,000 - \$270,000.

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 twelve months)
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT AND COMMUNITY

Central Unified School District (Central USD) was created on December 22, 1981, by a special election that approved the unification of seven small districts. Central USD encompasses 88 square miles in a suburban and rural area on the westward side of Fresno, California. Fresno has a population of 542,107 (2020 census.gov) with education, health care, government, and agriculture representing the largest employers in the area. The Central USD area continues to be an area of growth with a mix of affordable, entry-level housing and higher-end homes, and numerous farms and ranches. Central USD consists of fourteen elementary schools, three middle schools, three high schools, one alternative education high school, one online school, two community day schools, and one adult school. Central Unified is a growing district with a recently opened high school and a new elementary school under construction.

Central USD serves approximately 16,000 students. Central USD students come from a rich mix of ethnic and cultural backgrounds. Of our students, 14.6% are English Learners (EL), 1% are foster youth (FY), 0.5% are homeless, 83.4% are low-income (LI) and 10.4% are students with disabilities (SWD). 61.4% of students are Hispanic, 11.2% White, 15.9% Asian, and 7.9% African American. (CA 2023 Dashboard). New to the district is the identification of Equity Multiplier Schools. These schools qualify if they have a prior year instability rate greater than 25% and socioeconomically disadvantaged pupil rates of greater than 70%. Pathway Community Day, Pathway Elementary, Pershing Continuation High School, Central Online Home School (COHS), and Central Unified Alternative/Opportunity (CLASS) each qualified for this unique designation.

At Central USD, we believe in excellence and high expectations, equity and access, collaboration, and community. Our vision is to be a regional leader in education where all students graduate ready for success, and our mission is to embrace diversity to educate our youth, ensure academic success, and empower tomorrow's leaders. Our core values are communication, achievement, resilience, empathy, and service. We ARE Central Unified School District.

THE BOARD OF EDUCATION

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Natalie Chavez, Member
Karla Kirk, Member
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The Central Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Central Unified 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 May 7, 2025.

Consultants:

Sally Frazier, Ed.D.

Juan Garza

Leadership Associates

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For general information, contact:

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