



Information for Applicants for the Position of **SUPERINTENDENT** **FIREBAUGH-LAS DELTAS UNIFIED SCHOOL DISTRICT**

THE POSITION

The Board of Education of the Firebaugh-Las Deltas 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 Firebaugh-Las Deltas Unified School District seeks a superintendent who:

- Is student centered: puts students and opportunities for students first in decision making
- Has a proven track record of improving student achievement across diverse student populations, including English learners, students with disabilities, and at-risk students
- Has experience as a classroom teacher, site administrator, and district level administrator
- Has experience in curriculum, instruction, and assessment
- Has budget development, financial management experience
- Has experience with facilities planning, modernization, and construction projects
- Is skilled in Human Resources management
- Has ability to unify stakeholders and build a culture of collaboration and trust across the district
- Has knowledge of rural small-town dynamics, with the ability to leverage community strengths
- Is skilled in working with governing board, community leaders, and local agencies
- Seeks grants and additional resources for the district
- Bilingual in Spanish is preferred, but not required

PERSONAL PROFILE

The Firebaugh-Las Deltas Unified School District seeks a superintendent who:

- Is visible, approachable, and accessible to students, staff, parents and community
- Is honest, ethical, and transparent in all actions
- Is an effective communicator who listens actively and responds thoughtfully
- Is skilled in conflict resolution and building consenses
- Is empathic and compassionate toward students, staff, and families
- Is resilient under pressure and able to manage stress
- Engages deeply in the community and commits to long-term stability of the district
- Holds self and others accountable
- Is open minded
- Is a team builder and motivates and inspires others toward shared goals
- Is a visionary leader

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning
- An educator with K-12 experience in California
- Holds or qualifies for California Administrative Credential
- 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 as a central office administrator

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. This approximate salary range is \$222,000 to \$230,969

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

The Firebaugh-Las Deltas Unified School District (FLDUSD) located within the City of Firebaugh is in Fresno County, approximately 43 miles west of the City of Fresno and 18 miles east of Interstate 5, the main north-south link between San Francisco and Los Angeles. Firebaugh has a population of 8,547 residents (Source: US Census Bureau; 2023) and its economy is primarily agriculture-based.

FLDUSD is a small rural TK-12 school district that serves as the hub of the community for various school and community events. FLDUSD serves a TK-12 student population of 2,193 students (CA Dashboard, 2024). Socio-economically disadvantaged students account for 93.5% of the district enrollment (CA Dashboard, 2024). The percentage of students in the district designated as English Learners is 35.9%. Ninety-six percent (96.8%) of the 2,193 students are Hispanic and roughly three percent (2.7%) are white. The rest of the student population, which is less than 1%, are African American; Asian and Pacific Islander (CA Dashboard 2024). The number of Foster Youth in FLDUSD is below 11 so the percentage is hidden to protect the privacy of the students. FLDUSD has a preschool program that is adjacent to the Hazel E. Bailey campus and it serves approximately 80 students. A toddler program has been added to our preschool program this year which serves two- year old students. Hazel M. Bailey is a primary site that serves students from Transitional Kindergarten/Kindergarten through 2nd grade; Arthur E. Mills Intermediate serves 3rd through 5th grade students; Firebaugh Middle School serves 6th through 8th grade students and Firebaugh High School serves 9th through 12th grade students. Additionally, three programs at the Firebaugh Alternative and Community Education (FACE) center serve the community. El Puente High School (continuation) serves 9th - 12th grade students aged 16-18 that require a smaller, more personal school experience. The Firebaugh Community Day School serves students that are transferred from the regular education program for serious and compelling personal or disciplinary issues. FACE also houses the Firebaugh Adult Education program that provides English as a Second Language (ESL Civic Participation, Citizenship Preparation) and a High School Diploma Program classes for adults, offering morning and evening sessions.

THE BOARD OF EDUCATION

Ronald Parker, President
Robert C. Aguayo, Clerk
Fernando Campa, Member
Eliseo V. Gamino, Member
Maribel Munoz, Member

The Firebaugh-Las Deltas Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Firebaugh-Las Deltas 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 August 26, 2025

Consultants:
Sally Frazier, Ed.D.
Juan Garza

Leadership Associates
449 W. Foothill Blvd., #427
Glendora, CA 91741
www.leadershipassociates.org

For general information, contact:
Sarena Fairrington, Search Support Specialist, Search Services
sfairrington@leadershipassociates.org