



Information for Applicants for the Position of

SUPERINTENDENT **Elk Grove Unified School District**

THE POSITION

The Board of Education of Elk Grove Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

Elk Grove Unified School District seeks a superintendent who:

- Places students at the center of every decision
- Ensures academic excellence and whole-child development while championing equity, cultural responsiveness, and inclusion for the District's richly diverse student population and community.
- Is an instructional leader who brings a strong background in teaching and curriculum development with a proven record of improving student outcomes.
- Is a visionary and strategic leader who provides clear direction, sets a long-term vision, and embraces innovation to advance the district's mission and goals.
- Is transparent and leads with authenticity, openness, and principled decision-making, earning the trust of students, staff, families, and the broader community.
- Has proven success as a superintendent or district-level executive, with knowledge of California's educational landscape strongly preferred.
- Has operational and fiscal expertise that includes a comprehensive understanding of budgets, finance, human resources, and facilities management to ensure the district's fiscal stability and operational excellence.
- Has a proven track record of building positive, collaborative relationships with employee groups and skillfully navigating collective bargaining.
- Has successful experience utilizing data to achieve outcomes.
- Values community engagement and has experience partnering with families, community members, and civic leaders to strengthen trust and support student achievement.
- Exhibits strong political acumen and navigates the complex environments of public education with diplomacy and strategic awareness while fostering trust and alignment among diverse educational partners.

PERSONAL PROFILE

Elk Grove Unified School District seeks a superintendent who:

- Is collaborative and skilled at building strong leadership teams and fostering shared decision-making with staff, families, labor partners, and community educational partners.
- Is visible, accessible and actively engaged in schools and community events.
- Is approachable to students, employees, parents and community members alike.
- Is empathetic, compassionate and leads with care, respect, and a deep commitment to the well-being of students, staff, and families.
- Is resilient, adaptable and maintains composure under pressure.
- Makes difficult decisions with clarity and fairness, and adapts to changing conditions.
- Is an effective communicator who listens carefully, communicates clearly, and addresses complex or sensitive issues with transparency and confidence.

DESIRED EDUCATION/EXPERIENCE

- 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
- A strong record of partnering with community groups
- Bilingual (desirable)

SELECTION PROCESS

The Board of Education has retained consultants Jacki Horejs, Ed.D., Blanca G. Cavazos, Ed.D., and David Verdugo, Ed.D. 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 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

Elk Grove Unified School District (EGUSD) is the fourth-largest school district in California located in southern Sacramento County. EGUSD covers 320 square miles and includes 68 schools: 43 elementary schools, nine middle schools, nine high schools, five alternative education schools, an adult school, one charter school and a virtual academy. Offering a multitude of educational programs, including over 60 career-themed academies and pathways within 13 industry sectors, we prepare our students for college and career by supporting them with the means to be creative problem solvers; self-aware, self-reliant, and self-disciplined; technically literate; effective communicators and collaborators; and engaged in the community as individuals with integrity. We integrate rigorous academics with career-based learning and real-world workplace experiences and ensure that Every Student is Learning, in Every Classroom, in Every Subject, Every Day to Prepare College, Career and Life Ready Graduates.

Mission and Core Values

Elk Grove Unified School District will provide a learning community that challenges ALL students to realize their greatest potential.

Outcomes for Students

Achievement of core academic skills
Confident, effective thinkers and problem solvers
Ethical participants in society

Commitments about how we operate as an organization

Supporting continuous improvement of instruction
Building strong relationships
Finding Solutions

High expectations for learning for ALL students and staff

Instructional excellence

Safe, peaceful, and healthy environment

Enriched learning environment

Collaboration with diverse communities and families

THE BOARD OF EDUCATION

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Sean J. Yang, Vice President/Clerk

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Elk Grove Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Elk Grove Unified School District Superintendent position, visit www.leadershipassociates.org/active-searches and select Elk Grove Unified School District.

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 September 26, 2025.

Consultants:

Jacki Horejs, Ed.D., Blanca G. Cavazos, Ed.D., and David Verdugo, Ed.D.

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