



SUPERINTENDENT
COLLEGE ELEMENTARY SCHOOL DISTRICT

THE POSITION

The Board of Education of the College Elementary School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates and values a wide range of experiences and perspectives. Candidates with bilingual ability are encouraged to apply, though fluency in a language other than English is not required.

PROFESSIONAL PROFILE

The College Elementary School District seeks a superintendent who:

- Will bring the community together toward a strong vision of student achievement
- Will place the highest priority on safe environments for students and staff
- Understands current laws, regulations, and best practices related to charter schools and district-charter collaboration
- Has strong human relations skills and is a "people person" accessible to parents and staff

PERSONAL PROFILE

The College Elementary School District seeks a superintendent who:

- Is a courageous leader
- Is visionary and innovative
- Is a collaborative consensus builder
- Is accessible, accountable, and engaged with the community

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferred)
- An educator with K-8 experience in California
- A strong fiscal background and understanding of the budget; bond experience is desired
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal, and significant experience as a central office administrator

SELECTION PROCESS

The Board of Education has retained Leadership Associates to recruit qualified candidates. Lead consultant William Banning 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. Finalists will have the opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the District and communities of a candidate before a final decision. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics.

SALARY AND CONTRACT

The salary will be competitive and based on qualifications and experience. This approximate salary range is \$206,800 - \$250,538

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

College School District is a small, family-oriented district located in the village of Santa Ynez, in the heart of the Santa Ynez Valley. Serving approximately 400 students across two campuses—College Elementary School and Santa Ynez Elementary School—the district is proud of its rich history, multigenerational connections, and strong community support. Families and educators alike describe the district as “close-knit” and “like family.”

The district offers the advantages of a small-school environment: small class sizes, close relationships between teachers and families, and the ability to personalize learning for every student. Teachers and staff are highly dedicated, with many long-serving employees who know their students and families well. College School District emphasizes the “whole child,” balancing academic rigor with social-emotional learning, enrichment programs, and extracurricular opportunities that nurture creativity and curiosity.

Santa Ynez and the surrounding valley are known for their scenic beauty, small-town charm, and vibrant cultural traditions. The community includes a significant Spanish-speaking population and close ties to the Chumash Tribal community, reflecting the district's commitment to equity, inclusivity, and cultural understanding. This rural character, combined with strong partnerships and an active community life, makes the area a highly desirable place to live and work.

The College School District benefits from strong fiscal resources relative to its size. Community members take pride in supporting their schools and students, and district facilities provide ample space for growth and innovation, ensuring every student has access to a safe, supportive, and high-quality education.

THE BOARD OF EDUCATION

Molly Carrillo-Walker, President
Calisse Courtney, Vice President/Clerk
Kyle Abello, Trustee
Nicola Selley, Trustee
Peter Wright, Trustee

The College Elementary School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the College Elementary 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 September 26 2025.

Consultant:

William Banning
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For general information, contact:

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