

Information for Applicants for the Position of



SUPERINTENDENT **REDWOOD CITY SCHOOL DISTRICT**

THE POSITION

The Board of Education of the Redwood City School District invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

PROFESSIONAL AND PERSONAL PROFILE

- Is a strong, effective, transparent communicator
- Will ensure everyone's voices are heard; is an inclusive decision maker
- Is bilingual in Spanish
- Has a proven record of success improving the academic performance of bilingual, multicultural, marginalized and students with special needs
- Is an equity-focused and culturally competent leader
- Is visible, accessible and approachable in the schools and community
- Is a trust builder who will foster and maintain relationships amongst staff and community
- Is open and transparent
- Is a collaborative leader who will partner with the board and staff
- Understands and values diversity and can work effectively with diverse groups
- Is caring, compassionate, and empathetic
- Is visionary, forward-thinking and strategic
- Is an innovative and creative problem solver open to alternative ideas
- Understands the district/community context
- Is an instructional leader
- Is a strong educational leader who will maintain and improve gains in student achievement
- Has experience providing oversight of district finances
- Will hold him/herself and other leaders accountable
- Is a team builder who will coach and build leadership capacity in the district

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget
- Has experience working in diverse communities and complex districts
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and at least five years' experience as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Dr. Jacki Horejs and Dr. Eric Andrew 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 \$275,558 - \$304,958.

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

For more than 100 years, Redwood City School District (RCSD) has educated PreK-8 students in Redwood City and portions of Atherton, Menlo Park, San Carlos, and Woodside. When RCSD first began educating students, horses and buggies clogged the streets of the booming new county seat. As the town grew and changed during the last century, so have its students and its schools.

Today, RCSD students live in the heart of Silicon Valley. To thrive in this region, they must receive a 21st Century education based on critical thinking, problem-solving, using technology, and working together. In RCSD classrooms, learning is interactive, and teachers rove the classroom providing feedback as students explore and discover. The District is embracing 21st Century learning and has built strong relationships with local technology companies who are providing training in the latest technologies that help students learn.

Besides its commitment to high academic standards, the District also strives to meet students' developmental needs -- intellectual, physical, mental, and social-emotional -- through a wide variety of programs offered during and after the school day.

Redwood City School District offers a variety of school options to parents of PreK-8 grade students. All schools provide students with a rigorous academic program based on a common instructional framework, but each school has its own unique emphasis, classroom approach, and personality. RCSD offers families a mix of neighborhood schools and "schools of choice" to meet the needs of our students.

THE BOARD OF EDUCATION

Mike Wells, President
David Weekly, Vice President
Cecilia I. Márquez, Clerk
Jennifer Ng Kwing King, Member
David Li, Member

The Redwood City School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Redwood City 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 November 7, 2025.

Consultants:

Jacki Horejs, Ed.D.
Eric Andrew, Ed.D.

Leadership Associates

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For general Information, contact:

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