



## Information for Applicants for the Position of

### **SUPERINTENDENT** **Newark Unified School District**

#### **THE POSITION**

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

#### **PROFESSIONAL PROFILE**

Newark Unified School District seeks a superintendent who:

- Is a student-focused leader who will encourage and listen to students' perspectives
- Demonstrates high integrity, transparency, and ethical leadership
- Proven track record of success in district-level leadership roles
- Strong fiscal expertise, including budget development, cuts, bonds, grants, and categorical funds
- Experience addressing declining enrollment, school closures, and district transformation
- Decisive and courageous leader; able to make difficult, high-impact decisions
- Clear, honest, and timely communicator with boards, staff, unions, families, and the public
- Skilled in labor relations, collective bargaining, and union collaboration
- Data-driven decision-maker without hiding behind data
- Strong instructional leadership background with experience across TK–12
- Effective manager of people; hires, develops, and retains high-quality staff
- Builds cohesive cabinet and district office teams; breaks down silos
- Understands governance roles; follows board direction and operates transparently
- Technologically proficient; promotes professional learning and innovation
- Experience working in diverse, public-facing environments under scrutiny
- Experience with early learning, alternative education, and after-school programs
- Experience leading instructional services and improving student achievement

#### **PERSONAL PROFILE**

Newark Unified School District seeks a superintendent who is:

- Calm, steady, and has a consistent leadership presence
- Honest, trustworthy, and accountable; owns decisions and outcomes
- Humble, approachable, and an active listener
- Emotionally intelligent, compassionate, and fair
- Student-centered with a strong moral compass
- Visible and present in schools and the community
- Down-to-earth, personable, and collaborative with a sense of humor
- Values people as individuals; treats all employees with respect
- Open to feedback, reflective, and growth-oriented
- Not driven by charisma or ego; focused on substance and impact
- Committed to being part of the community
- Seeking long-term service, not a stepping-stone or end-of-career role
- Commitment to equity, inclusion, and serving diverse learners
- Strong focus on student well-being and whole-child development
- Actively visits school sites and builds relationships with students and staff
- Listens to and elevates voices of Spanish-speaking and underrepresented families

- Builds trust with the community through openness and follow-through
- Supports teachers, administrators, and classified staff through collaboration and growth
- Develops internal leadership capacity and mentoring systems
- Focuses on stabilizing, strengthening, and growing the district
- Champions the district and works to positively position it in the broader community
- Builds on existing foundations while setting a clear, achievable vision forward

### **DESIRED EDUCATION/EXPERIENCE**

- An educator with K-12 experience in California
- Former classroom teacher with a deep understanding of instructional practice
- 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 in Spanish; culturally responsive and equity-focused (desired)

### **SELECTION PROCESS**

The Board of Education has retained Consultant Jacki Horejs, Ed.D. and Eric Andrew, 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. The approximate range is \$260,000-\$300,000. 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/COMMUNITY**

Newark Unified School District serves the city of Newark, which is located 35 miles southeast of San Francisco, 25 miles south of Oakland, and 15 miles north of San Jose. The District is one of 18 districts overseen by the Alameda County Office of Education. Surrounded by the city of Fremont to the north, west and south, and the San Francisco Bay to the west. Newark is centrally located in the heart of the Bay Area and near Silicon Valley. Newark was incorporated as a city in September 1955 and is one of three cities, along with Fremont and Union City, which make up what is locally referred to as the "Tri-City" area. Newark's public education system was established in 1865 in a one-room schoolhouse with teachers modifying assignments and instructional strategies in order to meet the needs of multi-aged students to later entirely redesigning the ways in which students are grouped and taught in a school.

Diversity: We value differences between people and acknowledge that these differences are valuable assets. Multicultural education, combined with an understanding of equity, is an important component of valuing diversity and teaching all children and youth to become effective, participating members of a global society.

Embracing Innovation: We believe a culture of innovation empowers children to realize they can change the world. Our community supports and values staying current on the latest approaches and best practices to reach students while taking the initiative to develop and share best practices from within our local communities.

Shared Accountability: We take responsibility for all students and our individual and collective commitments; we grow from success; we learn from failure.

Teamwork and Partnerships: We believe that developing and refining a team concept throughout the district matters. We value the role of all employees, stakeholders, and community partners in meeting the needs of all of our students.

Transparency

- We will conduct ourselves with openness and candor in all aspects of our work.
- We seek feedback from all directions to achieve open communication and foster collaboration.
- We offer constructive feedback to others that is timely, specific, and descriptive.
- We are proactive in communicating outcomes up, down, and across the entire organization.

## THE BOARD OF EDUCATION

Nancy Thomas, President  
Austin Block, Vice President and Clerk  
Gabriel Anguiano Jr., Member  
Aiden Hill, Member  
Katherine Jones, Member

*Newark Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS

To request application materials for the Newark Unified School District Superintendent position visit [www.leadershipassociates.org/active-searches](http://www.leadershipassociates.org/active-searches) and select Newark Unified School District.

For other inquiries contact Penny Pyle, Search Support Specialist, at [ppyle@leadershipassociates.org](mailto:ppyle@leadershipassociates.org).

**Applications must be completed and returned via email by 5:00 P.M. Saturday, February 7, 2026.**

**Consultants:**

**Jacki Horejs, Ed.D.**

**Eric Andrew, Ed.D.**

**Leadership Associates**

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