



Information for Applicants for the Position of

SUPERINTENDENT FULLERTON SCHOOL DISTRICT

THE POSITION

The Board of Education of the Fullerton 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 Fullerton School District seeks a superintendent who:

- Acts with integrity, honesty, and fairness; is guided by a strong moral compass.
- Keeps students' academic, social-emotional, safety, and well-being needs at the center of all decisions; advocates for all students.
- Has experience in dealing with declining enrollment and understands the importance of marketing our school district's resources.
- Has a deep understanding of teaching, learning, curriculum, assessment, and data-driven instruction; has proven success improving student achievement with classroom and school-site experience.
- Builds trust-based relationships with staff, unions, families, students, administrators, and community partners; is inclusive, respectful, and people-centered; inspires others.
- Is highly visible across school sites and community events; has an open-door approach; builds authentic connections; understands and embraces the Fullerton community and its history.
- Demonstrates strong financial acumen; understands budgets, bonds, facilities, and district operations; balances resources responsibly while protecting instructional priorities.
- Has prior superintendent (or senior district-level) experience; understands the complexity of the role; provides steady leadership and commits to long-term service.
- Is an innovative and creative leader who looks at ways to continuously improve the district.
- Understands the importance of partnerships with higher education, business, and community organizations.
- Values diversity, inclusion, and cultural responsiveness; understands the needs of multilingual, Title I, and varied school communities; sees education as justice work.
- Values work-life balance; appreciates staff contributions; fosters a positive, joyful district culture.
- Sees the Board as partners; communicates clearly; maintains boundaries and understands governance roles.

PERSONAL PROFILE

The Fullerton School District seeks a superintendent who:

- Truly cares about children and consistently prioritizes students' best interests.
- Demonstrates care and understanding for students, staff, and families
- Is warm, open, easy to talk to; makes people feel comfortable sharing concerns and ideas.
- Listens actively and thoughtfully to diverse perspectives and values stakeholder input.
- Treats all individuals with dignity.
- Is genuine, sincere, and transparent; aligns words with actions; builds credibility through authenticity.
- Feels and fosters the joy of learning; creates a positive climate.
- Maintains composure under pressure; is thoughtful rather than reactive; provides stability during challenges.
- Is personable, empathetic, kind, and relatable; has a sense of humor.

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters 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
- 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
- Candidates with bilingual skills are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Peggy Lynch, 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. This approximate salary range is \$280,000 - \$325,000.

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

Founded in 1888, just one year after the founding of the City of Fullerton, the Fullerton School District (FSD) serves approximately 11,420 students in grades K–8 across 15 elementary schools, two K–8 campuses, and three junior high schools. Our Pre-School and TK programs offer excellent options for our families and students. FSD is widely recognized for excellence, with numerous state and national honors including California Distinguished Schools, National Blue Ribbon Schools, Golden Bell Awards, California Gold Ribbon Schools, California PBIS Implementation Award Schools, and Exemplary School of the Arts Distinction.

FSD serves the diverse and engaged City of Fullerton, a well-established community in northern Orange County with strong civic pride and a deep commitment to public education. The community values innovation, the arts, and academic excellence, and actively supports schools through partnerships that reflect its culturally rich and family-centered character.

Mission Statement: The mission of the Fullerton School District is to work collaboratively with the community to provide an innovative, high-quality educational program for all students in a safe learning environment. Our motto, "Great Schools - Successful Kids" exemplifies the belief that all students will achieve academic excellence, acquire interpersonal skills, and develop technological expertise to contribute as productive citizens in a democratic society.

THE BOARD OF EDUCATION

Ruthi Hanchett, President
James Cho, Vice President
Vanessa Estrella, Clerk
Beverly Berryman, Member
Miguel Alvarez, Member

The Fullerton School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Fullerton 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 February 13, 2026.

Consultants:

Peggy Lynch, Ed.D.
David Verdugo, Ed.D.

Leadership Associates

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

For general information, contact:
Linda Harter, Search Support Specialist
lharter@leadershipassociates.org