



## Information for Applicants for the Position of **SUPERINTENDENT** **SHORELINE UNIFIED SCHOOL DISTRICT**

### **THE POSITION**

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

- Has experience in small, rural K-12 districts in California
- Understands the educational challenges of geographic isolation, limited resources and declining enrollment
- Has experience in oversight of school district finances, budgets, and business management
- Is a strong communicator able to deliver clear, consistent districtwide messages to students and staff across school sites and to education partner groups
- Is a strategic visionary able to develop, communicate and implement a long-term plan for the district
- Is skilled in creating a unified "One District" culture amongst the various school sites and communities
- Is a collaborative leader with successful experience working with labor partners and is comfortable explaining decisions and following through with commitments
- Is a team player who supports principals and builds leadership capacity among staff
- Is an instructional and academic leader with knowledge of best practices in teaching and learning
- Has an unwavering commitment to instruction and student learning and a proven track record of increased academic outcomes for all students
- Has a strong understanding of literacy and instructional standards and knows how to implement academic interventions systemwide to support struggling students
- Has demonstrated expertise in Special Education and student support services
- Has a strong understanding and value for mental health, Social and Emotional Learning and trauma-informed practices in schools
- Is a visible leader in classrooms, school sites and the community and is able to lead from both the office and the field

### **PERSONAL PROFILE**

The Shoreline Unified School District seeks a superintendent who:

- Is student-centered
- Is trustworthy, honest and ethical
- Is consistent and reliable in both words and actions
- Has a strong moral compass
- Is approachable, accessible and visible, and welcomes interactions with students, staff and community partners
- Is a strong listener who values information from all sources and considers input from a variety of voices as essential to the decision-making process
- Is inclusive, culturally responsive and comfortable leading a multilingual, multicultural community
- Is calm, steady and resilient
- Is interested in a long-term commitment to the district and community

### **DESIRED EDUCATION/EXPERIENCE (PREFERRED)**

- Master's degree or higher with a record of continuous learning
- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget and district operations
- 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 consultant Dr. Blanca G. Cavazos of Leadership Associates to recruit qualified candidates. The consultant 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 will be provided next week.

## 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

The Shoreline Unified School District is a unique school district serving approximately 500 students from TK-12th grade. The district spans over 450 square miles and straddles both coastal Marin and Sonoma counties. As a geographically large, rural school district, we consistently focus on meeting the needs of our students despite the challenges posed by the widespread and remote nature of the communities that comprise our district. These communities are supportive of our schools, and there is no greater example of that commitment than the local scholarship program that routinely awards over \$300,000 to an average of thirty-five graduating seniors. In addition, our schools often serve as a central meeting point for students and students and families.

There are five schools that comprise four school areas within the Shoreline Unified School District. West Marin and Inverness Schools combine to offer a TK-8 program for all of the students in the Olema, Point Reyes, Inverness Park, Inverness, and Marshall communities. Tomales Elementary School is a TK-8 program that serves students from the Dillon Beach, Tomales, Petaluma/Bloomfield, and Valley Ford communities, as well as a few students whose families are stationed at the Two Rock coast guard base. In both schools, there are single classrooms for each grade, and students are often promoted into high school after spending nine years together in the same class. Bodega Bay School is a two-room school that offers multi-grade classrooms for students TK-2 and 3-5. Those students then attend TES for middle school. All students matriculate into Tomales High School, the one comprehensive high school in the district. In addition, roughly twenty percent of our student body is comprised of interdistrict transfer students who choose our programs for the small, close-knit and supportive nature that our learning program provides. It is often said that Shoreline schools provide a private school experience for our students and families.

Mission Statement: The Shoreline Unified School District, in partnership with the home and our rich diverse community, will prepare students for their future, assist them in becoming life-long learners and enable them to reach their full potential as responsible, productive, and contributing members of society. The District will provide a safe educational environment in which students are actively engaged, excellence is expected, and differences are respected and valued.

## THE BOARD OF EDUCATION

Heidi Koenig, President  
Thomas Tyson, Vice President  
Stacey Lawson, Clerk  
George Flores, Member  
Jane Healy, Member  
Tim Kehoe, Member  
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*The Shoreline Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Shoreline Unified 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 16, 2026.**

**Consultant:**

**Blanca G. Cavazos, Ed.D.**

**Leadership Associates**

449 W. Foothill Blvd., #427

Glendora, CA 91741

[www.leadershipassociates.org](http://www.leadershipassociates.org)

For general Information, contact:

Sarena Fairrington, Search Support Specialist, Search Services

[sfairrington@leadershipassociates.org](mailto:sfairrington@leadershipassociates.org)