



Information for Applicants for the Position of

SUPERINTENDENT **Jefferson Elementary School District**

THE POSITION

The Board of Education of Jefferson Elementary School District invites highly qualified, dynamic educational leaders to apply for the position of District Superintendent. The ideal superintendent is a student-centered, relational, and instructional leader who combines people skills with deep educational expertise who understands the impacts of a growing district.

PROFESSIONAL PROFILE

Jefferson Elementary School District seeks a superintendent who:

- Prioritizes student achievement, whole-child development, and safety
- Focuses on academic excellence, equity and diverse learner needs
- Supports arts, athletics and enrichment programs
- Has deep understanding of teaching and learning
- Values teacher voice in curriculum and instruction decisions
- Is visible and engaged at school sites and throughout the community
- Builds strong relationships with staff, students, families and community
- Understands local culture while bringing fresh perspective
- Fosters a collaborative, supportive district culture; explains the “why” behind decisions
- Recruits and retains high-quality staff
- Holds individuals accountable fairly and consistently
- Appreciates and builds on existing district strengths and traditions
- Works well with the board; keeps the board informed with timely, accurate information
- Is forward thinking, innovative and adaptable; balancing innovation with stability
- Is competent with fiscal and operational matters; facilities planning and school construction; HR systems, labor relations and negotiations, and organizational structure
- Understands public-private partnerships, developers, and school funding (bonds, mitigation, etc.)
- Works well with developers while protecting the interests of the district

PERSONAL PROFILE

Jefferson Elementary School District seeks a superintendent who:

- Has Integrity, is transparent, and collaborative
- Has effective people skills, is a people person
- Is empathetic, humble, approachable, honest, ethical and respectful
- Practices active listening and open communication
- Has the energy and the passion for the work
- Embraces diversity and values all voices and backgrounds
- Applies an equity lens to decisions and policies

DESIRED EDUCATION/EXPERIENCE

- An educator with TK-8 and or K-12 experience in California, classroom teaching and site and district office administration
- A record of focusing on students and holds high expectations for a diverse community
- A strong fiscal background and understanding of the budget and facilities development
- A strong record of engaging parents and partnering with community groups
- An education with experience in growing or changing districts

SELECTION PROCESS

The Board of Education has retained Consultants Sally Frazier, Ed.D. and Tom Changnon 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 \$195,000 to \$230,000. 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

The Jefferson Elementary School District community takes great pride in its schools. The district's mission is to take collective responsibility for ensuring all students achieve at high levels. The district believes a high-quality educational program is achieved through a shared responsibility among Trustees, staff, families, students, and community members. The 2024-2027 LCAP embodies this philosophy.

The District is located in south Tracy in San Joaquin County. The district has five schools with an enrollment of over 3,000 transitional kindergarten through eighth-grade students. JESD has new local housing developments and anticipates steady increased enrollment this year and in the years to come. JESD continues to be among the top academic institutions in San Joaquin County, an outstanding accomplishment and a reflection of the dedication and talent of our students, parents and staff.

The student demographics are as follows: African American: 4.70%; Asian: 31.50%; White: 17.75%; Two or More Races: 5.17%; American Indian: 0.86%; Hispanic: 34.08%; Filipino: 3.79%; Pacific Islander: 0.82%; Homeless: 0.71%; GATE: 5.57%; and Students with Disabilities: 10.81%.

THE COMMUNITY

Tracy is a mid-sized city in the Central Valley known for being a fast-growing, family-oriented community with a suburban feel. Located in San Joaquin County, it sits at the junction of major highways (I-5, I-205, and I-580), making it a popular place for people who commute to the Bay Area while seeking more affordable housing.

Tracy has a population of around 100,000 and has grown rapidly in recent years, attracting a diverse mix of residents, including many Bay Area transplants. The city is generally clean, safe, and community-focused, with an emphasis on families, schools, and local events. Overall, Tracy offers a quieter, slower-paced lifestyle compared to nearby urban centers, with convenient access to major cities and outdoor destinations.

THE BOARD OF EDUCATION

Soyeb Palya, President
Todd Wetherell, Vice President
Brian Jackman, Clerk
Pete Carlson, Member
Debbie Wingo, Member

Jefferson Elementary School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Jefferson Elementary School District Superintendent position visit www.leadershipassociates.org/active-searches and select Jefferson Elementary School District.

For other inquiries contact Penny Pyle, Search Support Specialist, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 12:00 Noon, April 9, 2026.

Consultants:
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