



Sacramento County Office of Education

A Transformational Leadership Opportunity

Sacramento County Superintendent of Schools

Help Shape the Future of Education in California's Capital Region

The Sacramento County Office of Education (SCOPE) invites an experienced and visionary educational leader to serve as the next **Sacramento County Superintendent of Schools**, guiding one of California's most influential and complex county education systems.

Located in the heart of the state capital, SCOPE operates at the intersection of **regional leadership, statewide policy, and direct student services**. The organization supports **more than 250,000 students across 13 public school districts and nearly 400 schools** throughout Sacramento County. With approximately **1,500 employees**, SCOPE delivers programs, expertise, and leadership that strengthen school systems and expand opportunity for students and families.

This role offers far more than organizational leadership. It is an opportunity to influence educational systems across the region and the state. The superintendent works closely with a diverse County Board of Education, district leaders, state agencies, community organizations, and education partners to advance student success while ensuring SCOPE remains a trusted resource, advocate, and convener.

For the right leader, this position offers the opportunity to build upon a strong legacy while guiding SCOPE into its next chapter of innovation and impact.

Why This Role? Why Now?

Sacramento County stands at an important moment in public education. Following decades of steady leadership, the next superintendent will guide

SCOE through a period of thoughtful transition and continued regional influence.

As one of California's **58 county offices of education**, SCOE fulfills critical statutory responsibilities that include fiscal oversight of school districts, review of Local Control and Accountability Plans (LCAPs), charter oversight, and monitoring of key educational standards and conditions.

SCOE also directly serves students through **juvenile court schools and county community schools**, while providing targeted services for foster youth and students experiencing homelessness. The organization partners with districts to accelerate improvement through professional learning, differentiated assistance, and collaborative regional initiatives designed to close opportunity gaps.

The next superintendent will lead an organization that:

- Supports **13 diverse school districts serving more than 250,000 students**
- Provides specialized services for vulnerable student populations
- Conducts fiscal oversight and accountability monitoring for local districts
- Leads regional and statewide initiatives supporting student success
- Serves as a hub connecting education, government, and community partners

Stakeholders across the region have expressed strong support for a leader who will build on SCOE's legacy while strengthening collaboration, communication, and shared vision across the county.

The Community and Organizational Context

Sacramento County is one of California's most diverse regions—economically, culturally, politically, and geographically. Its communities include vibrant urban neighborhoods, growing suburban areas, and rural districts, each with unique needs and opportunities.

SCOE serves as a regional leader dedicated to strengthening public education through collaboration, accountability, and forward-looking solutions so that every learner has access to the support and opportunities needed to succeed.

The organization's **Equity Imperative** reflects a shared commitment to creating learning environments where diversity, inclusion, and belonging are foundational to success and where innovative strategies help eliminate opportunity and achievement gaps.

SCOE's work spans the entire educational continuum—from early childhood through career readiness—and includes initiatives such as:

- Early learning and developmental support programs
- Countywide literacy and instructional improvement efforts
- Multilingual learner supports and equity initiatives
- School-based mental health and wellness programs
- College and career pathways, including AVID and dual enrollment
- Educator preparation and leadership development through the **SCOE School of Education**
- Community Schools initiatives and regional improvement partnerships.

Education partners consistently describe SCOE as an organization defined by **exceptional people, innovative programs, and a strong culture of service.**

Opportunities and Challenges Ahead

SCOE enters this next chapter with a strong foundation and a clear sense of purpose. At the same time, the next superintendent will help guide the organization through several important opportunities and challenges.

Advancing Student Success and Equity

SCOE remains committed to strengthening outcomes for all students, particularly those historically underserved. Continued efforts will focus on closing achievement gaps, improving literacy outcomes, and supporting vulnerable student populations.

Navigating Fiscal and Policy Complexity

Districts across California face fiscal pressures related to enrollment shifts, funding structures, and expanding student needs. SCOE plays a critical role in supporting districts while maintaining fiscal oversight and accountability.

Strengthening Organizational Alignment

Education partners have expressed interest in strengthening communication, collaboration, and clarity across the organization while continuing to support staff growth and professional excellence.

Leading in a Dynamic Policy Environment

As the county office located in the state capital, SCOE operates within a highly visible policy environment. The next superintendent will play an

important role in shaping regional collaboration and statewide conversations about public education.

Who Will Thrive in This Role

This opportunity is well suited for a leader who:

Builds Relationships and Trust

Values collaboration and works effectively with the Board, districts, staff, labor partners, and community organizations.

Leads with Vision and Courage

Brings a clear vision for public education and the courage to address complex challenges while remaining focused on student success.

Demonstrates Political and Organizational Acumen

Understands the intersection of education policy, governance, and community leadership.

Champions Equity and Opportunity

Maintains a deep commitment to ensuring every student has access to high-quality educational opportunities.

Communicates with Transparency and Integrity

Builds credibility through clear communication, thoughtful engagement, and authentic leadership.

Values People and Organizational Culture

Recognizes that SCOE's greatest strength is its people and works to support, empower, and develop staff across the organization.

A Rare Leadership Opportunity

Serving as Sacramento County Superintendent of Schools offers a unique opportunity to lead an organization that influences both the **educational landscape of Sacramento County and the broader direction of education across California.**

With a talented workforce, a deeply engaged community, and a strategic role within the state's education ecosystem, SCOE is well positioned to continue serving as a leader in innovation, collaboration, and educational opportunity.

For the right leader, this is more than a position. It is an opportunity to help shape the future of public education for the students, families, and communities of Sacramento County—and beyond.

Requirements / Experience

- California Education Code 1206 (a) and 1208 (a) (b) display the legal requirements for the position of county superintendent.

1206.

Except as provided in subdivision (b), no person shall hereafter be elected or appointed to office as county superintendent of schools of any county who does not possess a valid credential issued by the Commission on Teacher Credentialing of the type designated in this article for each class.

1208.

All county superintendents of schools in counties within classes (1) to (8), inclusive, shall possess a valid administrative credential issued by the Commission on Teacher Credentialing. For purposes of this section, the possession of a valid elementary administrative credential and a valid secondary administrative credential are equivalent to the possession of a valid general administrative credential.

- Experience as a school district superintendent in a large organization is preferred.
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Suggested Salary Range

\$320,000-\$335,000 or negotiable based on experience.

The Board of Education

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Sacramento County Office Board of Education is an equal opportunity employer.

Application Process

To request application materials for the Sacramento County Office of Education Superintendent position visit www.leadershipassociates.org/active-searches and select Sacramento County Office Education.

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

Applications must be completed and returned via email by 5:00 P.M. on March 31, 2026.

Consultants:

Sally Frazier, Ed.D., Blanca Cavazos, Ed.D., Sarah Koligian, Ed.D. and George Sziraki, Ed.D.

Leadership Associates

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