



Information for Applicants for the Position of

SUPERINTENDENT **Santa Rosa City Schools**

THE POSITION

Santa Rosa City Schools is seeking an accomplished and principled Superintendent to lead the district with clarity, integrity, and a steadfast focus on students. The Superintendent will guide the district's instructional, operational, and fiscal work while building trust through transparent, collaborative leadership. This role calls for a seasoned educational executive who can navigate complexity, partner effectively with the Board and community, and provide steady direction during a critical period of stabilization and growth. The Superintendent will ensure that district priorities remain aligned with student needs, equity commitments, and long-term sustainability, while fostering confidence, coherence, and shared purpose across the school system.

PROFESSIONAL PROFILE

Santa Rosa City Schools seeks a superintendent who is/has:

- Former classroom teacher, principal, and district administrator with deep operational knowledge of schools
- Demonstrated expertise in school finance, budgeting, fiscal stabilization, and long-term financial planning
- Proven ability to lead districts of similar size and complexity, including urban and diverse communities
- Strong background in curriculum and instructional leadership, including MTSS, interventions, and Special Education
- Experienced in turnaround efforts, school redesign, and navigating declining enrollment
- Skilled in strategic planning, systems development, and organizational management
- Sophisticated understanding of board governance, roles, dynamics, and ethical leadership
- Effective manager of people who hires well, delegates appropriately, evaluates performance, and makes tough decisions
- Demonstrated success in labor relations with both classified and certificated staff
- Experienced working with county, state, COE, legal counsel, and external partners
- Strong communicator with experience engaging media, social media, and public forums
- Commitment to investing in the community; understands Sonoma County and its nuances
- Ability to unify fragmented systems, including feeder districts and K-12 alignment
- Proven success in addressing equity gaps, disproportionality, and access to opportunity
- Experience with restorative practices, school safety, and addressing gang and violence prevention
- Strong understanding of demographics, enrollment trends, and community economics
- Ability to balance innovation with realism — does not overpromise or chase one-time funding
- Proven ability to implement FCMAT recommendations and maintain fiscal discipline
- Experience in marketing and strengthening confidence in district schools, including collaboration with charter partners
- Knowledgeable about charter schools, school closures, and their community impact
- Adept at data-informed decision-making and accountability for results

- Has successfully delivered measurable outcomes in student achievement, trust, and organizational stability
- Experience working in districts with significant trust challenges and repairing credibility through action

PERSONAL PROFILE

Santa Rosa City Schools seeks a superintendent who is/has:

- Student-centered, equity-driven leader who consistently puts students and families first
- Demonstrates high integrity, ethical leadership, courage, and resilience
- Calm, grounded presence; maintains composure in high-stress and politically complex situations
- Clear, transparent, and honest communicator — no surprises
- Strong relationship builder who listens deeply, makes people feel heard, and builds trust
- Holds self and others to high standards with compassion and accountability
- Comfortable setting and maintaining healthy professional boundaries
- Leads with humility, empathy, humor, and humanity
- Practices ownership: accepts responsibility, owns mistakes, and models accountability
- Values expertise, welcomes feedback, and encourages dissent without retaliation
- Politically astute yet independent; not swayed by pressure or status quo
- Known as a strong, principled leader with a backbone who does the right thing even when unpopular
- Deeply committed to public education and the long-term health of the district
- Personable, approachable, visible, and present on campuses and in the community
- Capacity to engage diverse stakeholders — students, staff, unions, families, city, higher education, and philanthropy
- Skilled at articulating clear options, implications, and trade-offs for board decision-making
- Commitment to timely, consistent, bilingual communication that people can trust
- Focus on protecting the classroom through fiscally responsible decision-making
- Willingness to challenge misinformation and correct the board on policy and law when necessary
- Commitment to long-term stabilization (4–6 years) and sustained leadership presence
- Belief in developing leaders from within and investing time in growing the team
- Visionary yet practical leader who ensures follow-through, coherence, and results
- Deep commitment to ensuring students are seen, heard, safe, and thriving in and beyond the classroom

DESIRED EDUCATION/EXPERIENCE

- An educator with K-12 experience in California
- Experienced superintendent with successful leadership in both elementary and secondary (K–12) systems
- A record of focusing on students and improving achievement in a diverse community
- A strong record of partnering with community groups
- Bilingual and bicultural (desirable)

SELECTION PROCESS

The Board of Education has retained Consultants Blanca Cavazos, 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 \$275,000 to \$325,000. 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

Santa Rosa City Schools (SRCS) is focused on ensuring that all students are prepared for college, career, and life. We are located in Sonoma County and welcome nearly 14,000 TK-12 grade students. We serve a diverse community across 19 schools, with students and families speaking 49 languages, though the majority speak English and/or Spanish.

Our Mission, Vision, Core Values and Strategic Goals comprise the principles that guide our work with students.

MISSION STATEMENT

Students will be educated in a safe environment where they acquire critical thinking and social-emotional skills necessary to thrive in an evolving society.

VISION STATEMENT

Santa Rosa City Schools ensures equitable access to an excellent and enriching educational experience grounded in the assets of our students, staff, and community.

CORE VALUES:

1. Integrity
2. Inclusion
3. Accountability
4. Compassion
5. Excellence

STRATEGIC GOALS:

1. **Academics and Enrichment:** Provide outstanding educational and enrichment programs that motivate and prepare all students for their respective futures.
2. **Safety and Security:** Provide learning environments that are physically and emotionally safe for all students and staff.
3. **Fiduciary:** Act as a trusted agent of the community's educational assets.
4. **Recruit, Retain, and Support Student-Centered Staff:** Recruit, retain, and support high-quality staff who center students and represent District core values.
5. **Communication:** Santa Rosa City Schools will communicate clearly, consistently, and effectively to build trust, strengthen relationships, and engage the community in support of student success.

THE COMMUNITY

The City of Santa Rosa is the vibrant heart of Sonoma County and a welcoming hub for commerce, culture, and community life in the North Bay. With approximately 178,000 residents, it offers the energy and amenities of a major Bay Area city while preserving a friendly, approachable atmosphere. Surrounded by rolling vineyards, world-class wineries, and breathtaking natural beauty, Santa Rosa provides an exceptional quality of life. Residents and visitors enjoy miles of scenic cycling routes, expansive parks, championship golf courses, and easy access to the dramatic Northern California coastline. The city's lively downtown and surrounding communities feature a rich arts scene, including a symphony, performing arts center, and local theaters, along with an impressive array of acclaimed restaurants, breweries, and gathering places. Consistently recognized for its sustainability, walkable downtown, and community character, Santa Rosa and its neighboring communities offer an inviting setting to live, work, and thrive.

THE BOARD OF EDUCATION

Nick Caston, President
Donna Prak, Vice President
Sarah Jenkins, Clerk
Jeremy De La Torre, Member
Mark Kirby, Member
Omar Medina, Member
Open Seat, Member

Santa Rosa City Schools is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Santa Rosa City Schools Superintendent position, visit www.leadershipassociates.org/active-searches and select Santa Rosa City Schools.

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 20, 2026.

Consultants:

Blanca G. Cavazos, Ed.D.
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