



## Information for Applicants for the Position of

### **SUPERINTENDENT AZUSA UNIFIED SCHOOL DISTRICT**

#### **THE POSITION**

The Board of Education of the Azusa Unified School District (AUSD) invites highly qualified, student-centered educational leaders to apply for the position of Superintendent. The Board seeks a collaborative, visionary leader who will build upon the District's strong community foundation while addressing key challenges and advancing student achievement for all learners.

#### **PROFESSIONAL PROFILE**

The Azusa Unified School District seeks a superintendent who:

- Demonstrates a proven record of improving student achievement and closing opportunity gaps, particularly in English Language Arts and mathematics
- Is an instructional leader with deep knowledge of teaching, learning, and student-centered systems
- Has experience leading in a diverse district with similar demographics, including multilingual learners and students with diverse needs
- Possesses strong fiscal acumen and can navigate declining enrollment, budget constraints, and long-term financial sustainability
- Leads with transparency, accountability, and integrity, ensuring ethical and responsible use of resources
- Demonstrates success in strategic planning, innovation, and systems improvement
- Builds strong partnerships with labor groups, higher education and community organizations
- Is skilled in organizational leadership, including developing high-performing teams and building leadership capacity across the district
- Can effectively communicate, unify, and inspire stakeholders, building trust and morale across all groups
- Has experience managing facilities, bond programs, and modernization efforts.

#### **PERSONAL PROFILE**

The Azusa Unified School District seeks a superintendent who:

- Is a visible, approachable, and accessible leader present in schools and throughout the community
- Demonstrates strong communication skills, including active listening and clear, transparent messaging
- Is a collaborative, consensus-building leader who brings people together around a shared vision
- Leads with empathy, humility, and a people-first mindset
- Values and promotes equity, inclusion, and cultural responsiveness
- Is bilingual (Spanish preferred) and able to engage effectively with the community
- Builds trust and relationships with students, staff, families, and community partners
- Is forward-thinking, adaptable, and open to change, while honoring the District's traditions
- Demonstrates high ethical standards and accountability
- Has a student-centered focus, ensuring decisions prioritize student success, well-being, and readiness for college, career, and life

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

- Master's 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

## SELECTION PROCESS

The Board of Education has retained Consultants David Verdugo and Blanca G. Cavazos 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 \$265,000 - \$285,000.

## 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

Azusa Unified School District (AUSD) is a public K–12 district located in the San Gabriel Valley of Los Angeles County, serving the city of Azusa and portions of neighboring communities. The district enrolls close to 7,000 students across preschool, seven elementary schools, one middle school, and two high schools, as well as an Adult School. AUSD is focused on providing a well-rounded educational experience, with programs that support diverse student needs, including English learners, college and career readiness initiatives, and dual language immersion opportunities.

The Azusa community is a culturally diverse, family-oriented area with a population of about 50,000. A significant portion of residents identify as Hispanic or Latino, and many households are multilingual, reflecting strong cultural and linguistic diversity. The community places a strong value on education, family engagement, and local partnerships, which are reflected in district initiatives and programs designed to support student success.

## THE BOARD OF EDUCATION

Sandra Benavides, President  
Yolanda Rodriguez-Peña, Vice President  
Carlos Ramos, Clerk  
Adrian Greer, Member  
Gabriela Arellanes, Member

*The Azusa Unified School District is an equal opportunity employer.*

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Azusa 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 12:00 noon on April 6, 2026.**

### Consultants:

**David Verdugo, Ed.D.**

**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:

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