



Information for Applicants for the Position of

SUPERINTENDENT KEYES UNION SCHOOL DISTRICT

THE POSITION

The Board of Education of the Keyes Union 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 Keyes Union School District seeks a superintendent who:

- Will put students first and make decisions with the best interests of students in mind
- Is known for leading improvements in teaching and learning
- Is a communicator, practicing two-way communication--listening as well as informing
- Values the District's healthy culture, which many describe as a family
- Will honor the achievements of the past while leading to future progress
- Enjoys being on campus and will be visible there often
- Will become familiar with and supportive of the Keyes to Learning charter school
- Appreciates teachers and understands the challenges they go through
- Sees parents as partners
- Will become a recognized community leader
- Has been very successful in previous leadership roles
- Admits mistakes and learns from them
- Holds self accountable and others accountable as well
- Has broad experience, including at least five years as a teacher
- Has a reputation of building strong, positive relations with bargaining units
- Will build solid relationships with teachers and other employees, students, parents and the community
- Will be open to new ideas and willing to take risks that promise to benefit the district
- Has a track record of sound fiscal management
- Has delivered clear results as a strong instructional leader who will maintain and improve the student achievement gains made in the District
- Has a heart and can bring a vision
- Is collaborative and easy to work with while being able to make tough decisions in a timely manner

PERSONAL PROFILE

Keyes Elementary School District seeks a superintendent who:

- Is honest and transparent in all dealings and has a reputation for integrity
- Has strong human relations skills and is a "people person"
- Is approachable and makes herself/himself available to all
- Enjoys teamwork and collaboration
- Is a learner and learns willingly from others
- Pitches in and helps out wherever needed
- Enjoys interacting with children at all ages
- Brings joy to the work
- Works hard while finding time for personal wellness
- Will commit to a multi-year tenure

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
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Tom Changnon and Rich Fischer 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 \$194,000 - \$225,000.

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

Keyes Unified is a public school district serving approximately 1,000 students from Transitional Kindergarten through 12th grade. It includes Keyes Elementary, Spratling Middle School, and the Keyes to Learning Charter School, which serves TK-12 through independent study and home-based programs. Keyes is a suburban, small-town community located off California's Highway 99, roughly midway between Modesto and Turlock. The district has a rich history dating back to the early 1900s and has grown alongside the community, reflecting long-standing local involvement and pride in education. In November 2024, voters in the Keyes Union School District overwhelmingly approved a local school bond measure, reflecting strong community support for investing in safe, modern learning environments and improved facilities for students and underscores local confidence in the district's vision for the future.

THE BOARD OF EDUCATION

Jeff Reed, President	Mike Bernal, Member
Jeff Greener, Vice President	Wesley Greene, Member
Jimmy Emmons, Board Clerk	

The Keyes Union School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Keyes Union 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 pm on March 27, 2026.

Consultants: Tom Changnon and Rich Fischer

Leadership Associates
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www.leadershipassociates.org

For general information, contact:
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