



Information for Applicants for the Position of

SUPERINTENDENT SOLEDAD UNIFIED SCHOOL DISTRICT

THE POSITION

The Soledad Unified School District Board of Trustees seeks a superintendent who will lead with integrity, vision, and a strong commitment to student success. The successful candidate will demonstrate the professional expertise and personal leadership qualities necessary to strengthen academic achievement, build strong relationships, and engage the Soledad community in supporting its schools. The Board of Education of the Soledad Unified 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 Soledad Unified School District seeks a superintendent who:

- Is a proven instructional leader committed to improving student achievement and maintaining a strong focus on academic excellence.
- Has proven success in raising academic outcomes for all students, including English learners, students with disabilities, and students experiencing poverty.
- Develops and implements a clear TK–12 vision for teaching and learning that promotes college and career readiness.
- Has experience serving in a district-level executive leadership role such as assistant superintendent or superintendent.
- Has experience serving as a superintendent in a comparable school district is value added.
- Has proven ability to oversee school district finances, budgeting, and business operations.
- Has demonstrated strong organizational leadership skills with experience in strategic planning, goal setting, and monitoring measurable outcomes.
- Builds leadership capacity in others, mentors and develops strong leadership teams, and cultivates leadership capacity within the district; delegates and trusts.
- Commits to creating safe, supportive, and inclusive learning environments for students and staff.
- Has successful experience working effectively with diverse communities and multilingual populations.
- Develops strong partnerships with families, community organizations, and local agencies to support student success.
- Understands demographics of communities similar to Soledad, including rural or agricultural communities with strong family connections to schools.

PERSONAL PROFILE

The Soledad Unified School District seeks a superintendent who:

- Is a strong communicator who clearly and effectively engages staff, families, students, and community members.
- Is a collaborative leader who values input and encourages shared decision-making.
- Is a visible and accessible leader who regularly visits schools and participates in community events.
- Builds strong, trusting relationships with the Board of Trustees, employees, and community partners.
- Demonstrates honesty, transparency, and ethical leadership.
- Has courage to make difficult decisions in the best interest of students and the district.
- Is fair, consistent, and accountable in decision-making.
- Demonstrates genuine respect and appreciation for the culture, diversity, and values of the Soledad community.
- Is committed to engaging families and ensuring they feel welcomed, respected, and included in district decisions.
- Connects with and supports the district's Spanish-speaking population; bilingual or bicultural abilities are highly valued.
- Is an empathetic leader and active listener who values multiple perspectives.
- Is approachable, relationship-oriented, and committed to building trust across the district.
- Is a visionary and forward-thinking leader dedicated to the success and well-being of every student.

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters 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; knowledgeable about facilities oversight and management
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and experience as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Juan Garza and Sally Frazier, 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 salary range is \$220,000 - \$245,000 (negotiable).

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

The Soledad Unified School District is a public school district serving nearly 5,000 students from Transitional Kindergarten through 12th grade across multiple elementary schools, a middle school, a high school, and a community education center. The district serves the city of Soledad in Monterey County, a small but diverse community known for its agricultural roots in the Salinas Valley and proximity to Pinnacles National Park. The district's mission and vision emphasize empowering every student to reach rigorous academic goals and thrive as lifelong, resilient learners who are prepared to contribute responsibly in a culturally diverse and global society. The Soledad USD community is characterized by its focus on academic excellence, equity, diversity, family engagement, and whole-child learning — striving to create safe, inclusive schools that are deeply connected with students, families, and the broader Soledad community.

THE BOARD OF EDUCATION

Ivan Ibarra Mora, President
Christopher Bourke, Vice President
Javier Galvan, Clerk

Roberto Ocampo, Member
Monica Pantoja, Member

The Soledad Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Soledad 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 5:00 p.m. on March 18, 2026.

Consultants: Juan Garza and Sally Frazier, Ed.D.

Leadership Associates
449 W. Foothill Blvd., #427
Glendora, CA 91741
www.leadershipassociates.org

For general information, contact:
Linda Harter, Search Support Specialist
lharter@leadershipassociates.org