

**Information for Applicants for the Position of
SUPERINTENDENT
LONG BEACH UNIFIED SCHOOL DISTRICT**

THE POSITION

The Board of Education of the Long Beach Unified School District, which is committed to Student Outcome Focused Governance, invites highly qualified educational leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

The District offers an extraordinary opportunity to lead one of the nation's most respected urban school systems at a pivotal moment. The next Superintendent will join a district with a strong foundation of academic success, a deeply diverse and vibrant community, and a clear opportunity to strengthen systems, build trust, and shape the next chapter of excellence for more than 60,000 students.

PROFESSIONAL PROFILE

The Long Beach Unified School District seeks a superintendent who:

- Is a strong instructional leader with a proven record of improving academic achievement for all students, including English Learners, students with disabilities, and students from historically underserved communities
- Has demonstrated expertise in fiscal management, including leading through budget instability, aligning resources to priorities, and ensuring transparency and accountability in financial decision-making
- Demonstrates a deep commitment to safe, supportive, and well-managed school environments, including addressing student behavior and discipline systems in a manner supportive of safety and student success
- Has experience engaging diverse communities and building strong partnerships with families, civic leaders, and local organizations
- Is committed to advancing equity while ensuring high academic expectations and consistent implementation across all schools
- Brings experience leading organizational improvement, including school turnaround, system coherence, and implementation of districtwide initiatives
- Demonstrates the ability to build and sustain high-functioning leadership teams and develop leadership capacity across the organization
- Has experience navigating complex governance environments and working effectively with an elected Board of Education in a large urban district
- Understands the relationship between enrollment trends, program quality, and community confidence, and can implement strategies to stabilize and grow student enrollment
- Demonstrates successful leadership experience in California public education, including experiences in large, complex, and diverse school systems
- Is committed to enhancing opportunities for parent engagement and deepening the district's relationship with community partners

PERSONAL PROFILE

The Long Beach Unified School District seeks a superintendent who:

- Is visible, approachable, and actively engaged in schools and throughout the community, building trust through consistent presence and authentic relationships
- Demonstrates strong communication and listening skills, with the ability to engage effectively with students, staff, families, civic leaders, community partners, and the broader community
- Is a collaborative leader who brings people together around Vision 2035
- Builds trust through a knowledge and understanding of national, state, and local issues, transparency, consistency, collaboration, and accountability in decision-making
- Is empathetic, respectful, and responsive to the perspectives and experiences of others
- Demonstrates courage and sound judgment in addressing complex and sometimes contentious issues
- Values and supports the professionalism of educators, while holding high expectations for performance and results
- Is equity-minded and committed to ensuring all students have access to high-quality educational opportunities
- Is accessible and responsive to staff and community concerns
- Demonstrates integrity, professionalism, and a strong ethical foundation

LEADERSHIP PRIORITIES IN THE FIRST YEAR

The Board of Education recognizes that the next Superintendent will assume office at a critical moment. The following priorities are important for all candidates to acknowledge:

- Support of the shared vision for the future, which includes Vision 2035
- Stabilization of the District's fiscal position
- Committing to our Student Outcome Focused Governance model
- Ensuring safe, orderly, and supportive school environments
- Strengthening student achievement and instructional coherence
- Addressing declining enrollment
- Deepening authentic community engagement

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferred)
- 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

THE DISTRICT AND COMMUNITY

Long Beach Unified School District (LBUSD) is one of California's largest and most respected school systems, serving more than 60,000 students across 83 schools in the cities of Long Beach, Lakewood, Signal Hill, and Avalon on Catalina Island. Established in 1885, the district has grown from modest beginnings into a nationally and internationally recognized model of educational excellence. With more than 10,000 employees, LBUSD is also the largest employer in the City of Long Beach, reflecting its significant role in the local community.

LBUSD serves a richly diverse student population in one of the most multicultural urban areas in the United States, where dozens of languages are spoken. This diversity is a defining strength of the district, reflected in its inclusive programs and a strong emphasis on equity and achievement for all students. The surrounding community is vibrant and dynamic, featuring a coastal setting, a major international port, and a blend of residential, commercial, and cultural resources that contribute to a high quality of life.

The district has earned widespread recognition for its academic success, innovative programs, and achievements in the arts and athletics. LBUSD has been highlighted by numerous national media outlets and has received prestigious honors, including the Broad Prize for Urban Education. It is also recognized globally as one of the world's top-performing school systems for sustained improvement by organizations such as McKinsey & Company and Battelle for Kids.

Long Beach is a community with rich education resources including Long Beach Community College and California State University, Long Beach, with enrollments of 24,985 and 43,000 respectively. The District works collaboratively with these institutions and the City of Long Beach, including the Port of Long Beach on the Long Beach Promise, LBCC Promise Pathways, and industry partnerships.

LBUSD's success is rooted in strong leadership, a commitment to continuous improvement, and deep partnerships with families and the broader community. Together, these elements position the district as a leader in public education and a source of pride for the communities it serves.

THE BOARD OF EDUCATION

Diana Craighead, President
Erik Miller, Vice President
Juan M. Benitez, Ph.D., Member
Maria Isabel López, Member
Douglas Otto, Member

The Long Beach Unified School District is an equal opportunity employer.

SELECTION PROCESS

The Board of Education has retained Consultants Peggy Lynch, David Verdugo, Kent Bechler, and Sandra Sanchez Thorstenson 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 on qualifications and experience. This approximate salary range is \$390,000 - \$450,000.

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

APPLICATION PROCESS AND DEADLINE

To request application materials for the Long Beach 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 May 4, 2026.

Consultants:

Peggy Lynch, Ed.D.

David Verdugo, Ed.D.

Kent Bechler, Ph.D.

Sandra Sanchez Thorstenson

Leadership Associates

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For general information, contact:

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