



Information for Applicants for the Position of

SUPERINTENDENT GONZALES UNIFIED SCHOOL DISTRICT

THE POSITION

The Board of Education of the Gonzales 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 Gonzales Unified School District seeks a superintendent who:

- Has strong communication skills and the ability to build trust and support through honest and transparent communication
- Has a broad educational background including experience as a school administrator and Cabinet member
- Is a strong, confident leader who leads by example
- Is a capacity builder
- Has experience working in a small district with a similar demographic
- Has a proven track record of improving student achievement and educational outcomes for all students
- Has experience managing budgets, especially in a smaller district facing financial constraints
- Is visible and actively involved in school and the community
- Is a proven leader who fosters a collaborative, team-oriented work culture
- Is a problem solver and creative in overcoming challenges
- Values input from staff, students, community, and parents before making key decisions
- Has a clear vision for the district's future and the ability to develop a shared vision with educational partners
- Is culturally competent and equity focused
- Is accountable
- Will be actively engaged in community, civic and social events

PERSONAL PROFILE

The Gonzales Unified School District seeks a superintendent who:

- Is transparent
- Will maintain and ensure confidentiality
- Has integrity
- Is trustworthy
- Is confident, yet humble
- Is open to new ideas and willing to listen
- Is student-centered
- Is a relationship builder
- Is collaborative; will foster a "we" culture
- Has the ability to think outside the box and address complex challenges
- Will be willing to commit to the district for the long term
- Is empathetic and respectful; genuinely caring about staff and students
- Will support and improve professional development for staff
- Is emotionally intelligent
- Is personable with a gentle approach
- Is adaptable
- Will reside near the community
- Is a life-long learner who attends leadership development opportunities

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 experience as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultant Jacki Horejs, Ed.D. of Leadership Associates to recruit qualified candidates. The consultant 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 \$225,000 - \$260,000

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

Gonzales is a small, rural, and predominantly agricultural community located in the Salinas Valley. Gonzales Unified School District (GUSD) is the only school district in the community, serving approximately 2,110 students from Transitional Kindergarten to 12th grade. GUSD operates three comprehensive schools and one adult school including La Gloria Elementary School for students from TK to 5th, Fairview Middle School for students from 6th to 8th, and Gonzales High School for students from 9th to 12th grade. The Gonzales students represent 98% of Hispanic or Latino descent, and out of these students, 45% are classified as English Language Learners. Of the total student population, 88% are identified as low socio-economic, 15% as Homeless/Foster, and 13% are students with disabilities.

The Gonzales Unified School District is committed to providing a quality education that prepares all students to be lifelong learners in order to empower students to become successful and contributing members of society. In order to realize our vision, GUSD's mission is to provide high-quality and meaningful educational experiences that will prepare our students for post-secondary college and career success and encourage them to become life-long learners.

THE BOARD OF EDUCATION

Melissa Morales, President
Araceli Flores, Clerk
Maria Cuevas, Member
Jose Chavez Medina, Member
Edna Viry Valdez, Member

The Gonzales Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Gonzales 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 P.M. on May 29, 2026.

Consultant: Jacki Horejs, Ed.D.

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