



Creating Prosperity through Equity, Inquiry, and Wellness

Information for Applicants for the Position of
SUPERINTENDENT

THE POSITION

The Board of Trustees of the Oxnard Union High School District invites highly qualified leaders to apply for the position of District Superintendent. The Board welcomes a diverse group of candidates.

The District offers an exceptional opportunity to lead a high-school-only system serving a dynamic and diverse coastal community at a pivotal time. The next Superintendent will join a district with a strong commitment to student success, to expanding college and career pathways, and to a clear opportunity to continue building community trust and to shape the next phase of excellence for approximately 16,000 diverse high school students.

PROFESSIONAL PROFILE

The Oxnard Union High School District seeks a superintendent who:

- Has deep secondary education experience, ideally as a high school teacher and principal, with the professional capacity and first-hand knowledge to lead in a district where principals report directly to the superintendent
- Demonstrates strong instructional leadership, commitment to equitable access to rigorous academic and career pathways (e.g., CTE, dual enrollment, AP, and IB), and success in closing persistent achievement gaps for Hispanic students, ELs, students with disabilities, and students experiencing poverty
- Brings the proven fiscal acumen and experience to navigate budget stabilization, declining enrollment, including sustaining programs beyond one-time funding sources, and the transparency to lead staff and the board through difficult financial decisions
- Has a track record of leading in diverse communities, including significant multilingual learner and immigrant family populations, with a commitment to culturally relevant practice and intentional outreach to families, including multilingual communities
- Possesses strong knowledge of California education policy and the political landscape, with the judgment and relationship-building skills to work effectively with a Board representing diverse perspectives, local labor leadership, feeder districts, and elected officials; and has the collective bargaining experience to work effectively within a collaborative and active labor environment
- Has demonstrated effectiveness in building authentic partnerships across multilingual communities and collaborating with education, labor, nonprofit, higher education, and workforce partners

PERSONAL PROFILE

The Oxnard Union High School District seeks a superintendent who:

- Leads with transparency, integrity, and accountability, communicating proactively, explaining difficult decisions with candor, and following through
- Is genuinely approachable, visible, and present at schools, in the community, and alongside staff, and builds authentic relationships rather than managing from a distance
- Is student-centered at their core, values student voice across all groups, and places a genuine priority on safe, welcoming environments for students and staff
- Recognizes and celebrates the cultural capital of the community, treating diversity as a core strength, and advocates visibly and consistently for students and families
- Is decisive and action-oriented, with the courage to take on difficult issues, and sustains ambitious work under pressure
- Brings high emotional intelligence, coaches rather than controls, and builds a growth-minded organization committed to this community for the long term.

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:

- Conduct a genuine listening tour across all schools, departments, and constituency groups to understand the district's fiscal, organizational, and instructional challenges
- Develop a multi-year fiscal plan with the Board and staff that protects programs where possible, addresses declining enrollment, and restores confidence through transparent communication.
- Strengthen productive relationships between district leadership and employee groups, and keep the focus on students while navigating a complex collective bargaining environment
- Invest in leadership development and succession at every level, preserve institutional knowledge as veteran staff retire, and grow the next generation of site and district leaders
- Strengthen districtwide coherence, communication, equitable resource distribution, and accountability, while honoring the identity and autonomy of each school community
- Champion the District's signature programs, wellness centers, newcomer welcome centers, community schools, and restorative practices, while stewarding the Measure E bond program with transparency and working to strengthen alignment and sustainability across all initiatives

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher; (Doctorate preferred)
- California Administrative Credential
- Experience as a teacher and site administrator in a secondary setting (HS preferred)
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Experience working in or with high-school-only districts is highly desirable
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants William Banning and Blanca Cavazos, 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.

THE DISTRICT AND COMMUNITY

The Oxnard Union High School District serves approximately 16,000 students in grades 9–12 across twelve schools, including comprehensive high schools, academies, magnet programs, and alternative education settings, in the Oxnard, Port Hueneme, Camarillo, and adjacent communities in Ventura County. Established in 1901, the District operates with an annual budget of approximately \$300 million.

The District's record of achievement is grounded in equity. Graduation rates grew from 78% to 93% through a sustained commitment to access and support. All coursework is aligned with the UC A-G sequence; ethnic studies is a graduation requirement; and robust CTE academies, dual enrollment, and expanding AP and IB programs prepare students for the full range of postsecondary pathways.

The community is richly diverse — District students speak more than nine languages, from Arabic to Zapotec — and that diversity is a defining strength. Board policy formally commits the District to maintaining safe, welcoming campuses for all students and families.

Signature programs, including school-based wellness centers, newcomer centers, community schools, and restorative practices, reflect a philosophy of care for the whole student. In 2024, voters approved Measure E, a \$285 million bond to modernize facilities districtwide. Located along California's Central Coast, the Oxnard region offers an exceptional quality of life for a leader ready to become a genuine member of the community they serve.

SALARY AND CONTRACT

The salary will be competitive and negotiable, based on qualifications and experience. A multi-year contract will be considered. The salary range is \$285,000-\$315,000.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- A letter of application
- A resume
- Three professional references
- Verification of degrees and credentials (finalists only)

All application materials will be acknowledged and treated confidentially

THE BOARD OF EDUCATION

Karen R. Sher, President
Genevieve Flores-Haro, Vice President
Elizabeth M. Botello, Clerk
Linda Baker Torres, Member
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The Oxnard Union High School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Oxnard Union High School District Superintendent position, please visit <http://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 18.

Lead Consultants:

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Leadership Associates

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For general information, contact Linda Harter, Search Support Specialist
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