



## Information for Applicants for the Position of

### ASSISTANT SUPERINTENDENT OF TEACHING & LEARNING SUNNYVALE SCHOOL DISTRICT

#### POSITION PROFILE

The Board of Education and Superintendent of the Sunnyvale School District invites highly qualified, visionary, and student-centered educational leaders to apply for the position of Assistant Superintendent of Teaching and Learning. The District seeks a transformational leader who is deeply committed to educational excellence, equity, innovation, and the success of every student.

This executive leadership position serves as a key member of the Superintendent's Cabinet and is responsible for leading all aspects of curriculum, instruction, assessment, special education, student services, and districtwide school improvement efforts for students in Pre-K through 8th Grade.

#### ABOUT THE POSITION

The Assistant Superintendent of Teaching and Learning provides strategic leadership and oversight for instructional programs and student support systems throughout the district. The successful candidate will lead efforts to ensure high levels of learning and achievement for every student through effective curriculum design, instructional leadership, Multi-Tiered Systems of Support (MTSS), professional development, assessment systems, and continuous improvement practices.

This position works collaboratively with school leaders, teachers, staff, families, labor partners, and the Board of Education to implement the District's Strategic Plan and create learning environments where all students feel valued, supported, and empowered to succeed.

The Assistant Superintendent oversees:

- Curriculum and instruction
- Assessment and accountability systems
- Special education and student services
- MTSS and intervention systems
- Professional learning and leadership development
- State and federal programs and grants
- Districtwide school improvement initiatives
- Instructional technology integration



## THE IDEAL CANDIDATE

Sunnyvale School District seeks a leader who is:

### **A Transformational Instructional Leader**

- Demonstrates a clear vision for improving outcomes for all students while closing opportunity and achievement gaps
- Has successful experience as a teacher, principal, and district-level leader in California public schools
- Uses data, research-based strategies, and collaborative systems to improve student achievement
- Builds instructional leadership capacity among principals and district leaders through coaching, feedback, and professional learning
- Leads innovation while maintaining a focus on academic excellence and whole-child success

### **Equity-Centered and Inclusive**

- Has a deep commitment to equity and ensuring all students receive the support necessary to thrive
- Understands and embraces the strengths of culturally and socioeconomically diverse communities
- Demonstrates cultural competence and inclusive leadership practices
- Creates systems where students, staff, and families feel seen, valued, respected, and supported

### **Collaborative and Relationship-Oriented**

- Builds strong, positive relationships with labor partners, staff, families, and community organizations
- Communicates with transparency, integrity, and authenticity
- Works effectively and collaboratively with the Board of Education and Superintendent
- Brings people together while courageously addressing challenges and leading meaningful change
- Is approachable, visible, and actively engaged throughout the schools and community

### **Strategic and Operationally Strong**

- Has a proven record of implementing meaningful improvements in instruction, student services, and district operations
- Demonstrates strong fiscal stewardship and budget management skills
- Aligns resources and programs to district priorities and measurable outcomes
- Establishes systems of accountability and continuous improvement
- Understands program evaluation, grant management, and educational law



## KEY LEADERSHIP RESPONSIBILITIES

The Assistant Superintendent of Teaching and Learning will:

- Keep student learning and standards-based achievement at the center of all decisions
- Lead the development, implementation, and evaluation of curriculum, instruction, and assessment systems
- Oversee districtwide implementation of MTSS frameworks and student support systems
- Ensure high-quality instructional materials and technology integration across schools
- Guide professional learning aligned to district priorities and instructional best practices
- Support and evaluate principals and district administrators
- Develop and monitor key performance indicators (KPIs) for instructional initiatives
- Lead school improvement planning and districtwide innovation efforts
- Oversee state and federal grants and ensure accountability for funding and outcomes
- Collaborate with district departments to align services and initiatives
- Present reports, recommendations, and policy guidance to the Superintendent and Board of Education
- Advocate for public education and maintain strong visibility within the community

## DESIRED QUALIFICATIONS AND EXPERIENCE

The successful candidate will possess:

- Experience in TK–8 education in California public schools
- A strong instructional leadership background
- Experience in culturally and socioeconomically diverse school systems
- Knowledge of curriculum, instruction, assessment, and student support services
- Demonstrated success leading systems-level improvement efforts
- Strong fiscal management and budget development experience
- Experience working collaboratively with employee associations and labor partners
- A strong record of community engagement and partnership development
- Excellent communication, facilitation, and relationship-building skills
- Master's Degree in Educational Administration or related field required
- Doctorate preferred
- Bilingual skills desirable

## PERSONAL CHARACTERISTICS

The successful candidate will be:

- Student-centered and mission-driven
- Compassionate, empathetic, and caring
- Courageous, adaptable, and solutions-oriented



- Honest, trustworthy, and authentic
- Collaborative and team-oriented
- Calm under pressure and able to manage complex challenges
- Inspirational and motivating to others
- Committed to continuous learning and growth

## SALARY AND CONTRACT

The base salary is \$283,250. The salary will be competitive and based upon qualifications and experience.

## ABOUT SUNNYVALE SCHOOL DISTRICT

Sunnyvale School District is committed to ensuring high levels of learning for every student through innovation, collaboration, and equity-focused practices. The District values strong partnerships with families and the community and is dedicated to fostering inclusive learning environments that prepare students for success in school and life.

The next Assistant Superintendent of Teaching and Learning will join a district deeply committed to educational excellence and continuous improvement while helping shape the future of teaching and learning for all students.

## APPLICATION PROCESS AND DEADLINE

To request application materials for the Sunnyvale School District Assistant Superintendent of Teaching and Learning 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 June 15, 2026.**

### Consultants:

**Eric D. Andrew, Ed.D.**

### Leadership Associates

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