



Information for Applicants for the Position of

SUPERINTENDENT Cupertino Union School District

THE POSITION

The Board of Education of Cupertino Union School District invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

Cupertino Union School District seeks a superintendent who:

- Is an experienced district leader with a proven track record of success
- Has strong fiscal expertise and sound budget management skills
- Is visionary, strategic, and future-oriented
- Is experienced in cost-benefit analysis and strategic resource allocation
- Can negotiate effectively while maintaining positive working relationships
- Will maintain the District's tradition of excellence while leading necessary change
- Will support rigorous academic expectations while also valuing student wellness and the whole child
- Has experience as a teacher and instructional leader
- Has experience working with high-achieving students and diverse learners
- Will collaborate with community partners
- Has strong public relations and community engagement skills
- Has the courage to make difficult and sometimes unpopular decisions
- Is supportive of staff while also maintaining accountability
- Will value stakeholder voice and input in decision-making processes
- Has the ability to bring healing, trust-building, and stability to the organization
- Will align the organization around student-centered outcomes

PERSONAL PROFILE

Cupertino Union School District seeks a superintendent who:

- Is student-focused
- Is transparent, approachable, visible, and highly communicative
- Will actively engage parents, staff, students, and community members
- Is skilled at building relationships across differing viewpoints and interests
- Will foster positive relationships across all employee groups
- Is kind, personable, friendly, and approachable
- Is calm under pressure
- Is collaborative while still decisive
- Is open-minded and culturally responsive
- Is highly visible and engaged in the community
- Can mentor and support fiscal leadership within the District
- Is passionate about continuous improvement and organizational excellence
- Can rebuild trust across stakeholder groups

DESIRED EDUCATION/EXPERIENCE

- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and supporting academic excellence in a diverse community
- A strong record of partnering with community groups

SELECTION PROCESS

The Board of Education has retained Consultants Jacki Horejs, Ed.D. and Eric Andrew, 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 range is \$349,000 - \$371,000. A multi-year contract will be considered.

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 12 months)
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

Cupertino Union School District is a vibrant, engaged learning community encompassing six cities in the heart of Silicon Valley. The attendance area includes the city of Cupertino, as well as parts of San Jose, Santa Clara, Los Altos, Saratoga and Sunnyvale. CUSD includes 17 elementary schools, 1 TK-8 school and 5 comprehensive middle schools. These campuses include 4 alternative schools that enroll students from across the District. CUSD is a global community where over 45 languages are spoken by students and families, and more than 20 nationalities are represented! 18 of the CUSD campuses were recognized for high academic achievement as California Distinguished Schools for 2022-2023 (elementary schools) or 2023-2024 (middle schools). In 2024-2025, two elementary schools were recognized as California Distinguished Schools: Nimitz Elementary and Murdock-Portal Elementary. Additionally, Miller Middle School was recognized as a National Blue Ribbon School in 2024-2025.

The 2024 CA Dashboard reports 13,587 students enrolled in grades TK-8. CUSD also employes approximately 1,800 staff members.

Student Groups, per the 2024 CA Dashboard: 17.5% of our students are socio-economically disadvantaged (SED), a population that has tripled since the start of the COVID-19 pandemic in 2020; 18.2% of our students are English Learners (ELs); 0% Foster Youth. We typically serve 5-10 Foster Youth at any given moment; 7.8% of our students are students with disabilities (SWD).

Race/Ethnicity, per the 2024 CA Dashboard: African American .7%; American Indian .3%; Asian 69.4%; Filipino 1.3%; Hispanic 6.9%; 2 or More Races 4.6%; Pacific Islander 0.1%; White 12.3%

THE BOARD OF EDUCATION

Satheesh Madhathil, President
Ava Chiao, Vice President
Sylvia Leong, Clerk
Long Jiao, Member
Jerry Liu, Member

Cupertino Union School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Cupertino Union School District Superintendent position, visit www.leadershipassociates.org/active-searches and select Cupertino Union School District.

For other inquiries contact Penny Pyle, Search Support Specialist, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 12:00 noon on June 12, 2026.

Consultants:
Jacki Hores, Ed.D.
Eric Andrew, Ed.D.

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

www.leadershipassociates.org
Phone: (530) 302-5112