



Information for Applicants for the Position of

SUPERINTENDENT FOWLER UNIFIED SCHOOL DISTRICT

THE POSITION

The Board of Education of the Fowler Unified School District seeks an experienced, proven TK–12 educational leader who understands teaching and learning because s/he has worked in the classroom and at the site and district levels; understands the complexities of a small school district; and combines strong instructional leadership with fiscal, operational and organizational expertise.

The leader commits to being highly visible, approachable and accessible; genuinely investing in Fowler and Malaga. The successful candidate seeks to know students and staff, listens carefully to multiple perspectives, communicates openly and consistently, and explains the "why" behind decisions.

PROFESSIONAL PROFILE

The Fowler Unified School District seeks a superintendent who:

- Puts students first; the focus of all decisions, the center of the District vision and priorities
- Has proven experience with addressing student and staff safety
- Sets clear expectations, empowers others to take responsibility for their areas
- Holds self and others accountable
- Is decisive and courageous; addresses conflict directly while respecting divergent points of view
- Seeks meaningful input from multiple perspectives and builds consensus
- Creates a safe environment to express opinions and differing perspectives without repercussions
- Understands the interconnectedness of the operational components of the district
- Builds and sustains a strong, servant leadership-oriented team; develops future leaders
- Has proven effective, respectful leadership experience working with labor unions
- Is experienced working with the Board as a member of the Governance Team
- Will be vested in the District and community for the long term

PERSONAL PROFILE

The Fowler Unified School District seeks a superintendent who:

- Has integrity, is trustworthy and exhibits strong ethics
- Is humble, genuine, personable, accessible and approachable
- Listens actively for understanding and with empathy and compassion
- Sees possibilities and builds a positive organizational culture
- Accepts responsibility for decisions and actions; openly receives constructive criticism
- Builds relationships throughout the district and the community; recognizes relationships are fundamental to creating trust
- Honors traditions and acknowledges existing momentum while being a forward-thinking leader
- Handles stress and is calm under pressure
- Knows and values small rural and Central Valley schools and communities; tight-knit community with family values and a family feel

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning
- An educator with P-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, site-level administration and as a district office administrator
- Experience in a small, rural school district
- Knowledge of the Central Valley
- Has experience with business finance and facilities

SELECTION PROCESS

The Board of Education has retained Consultants Juan Garza and Sally Frazier, 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. This approximate salary range is \$220,000 - \$250,000.

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

The Fowler Unified School District serves students from Preschool through 12th grade. There are five comprehensive school sites and one alternative education facility to meet the diverse needs of our students.

The history of Fowler Unified School District dates back to the establishment of the first grammar school in 1889. At that time, it was one of the largest grammar schools in the state of California. From those early days, Fowler Unified School District has developed a well-deserved reputation for providing outstanding educational opportunities for all students. This reputation is a result from the dedication and hard work of all the individuals who have come before and is carried on by the current students, staff, and parents.

The Fowler Unified School District encompasses more than just the school sites. Fowler Unified School District is part of a larger community, and greatly benefits from the family and city partnerships that make Fowler Unified School District such a unique place to live and go to school.

THE BOARD OF EDUCATION

Eugene Kandarian, President
Darlene Martin, Clerk
Adrianna Castaneda, Member
Danielle Lopez, Member
Art Rojas, Member

The Fowler Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the [district name] 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 October 9, 2026.

Consultants:

Juan Garza
Dr. Sally Frazier

Leadership Associates

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For general information, contact:
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