PIEDMONT
UNIFIED SCHOOL DISTRICT
760 Magnolia Avenue, Piedmont, CA 94611

Information for Applicants for the Position of

SUPERINTENDENT
PIEDMONT UNIFIED SCHOOL DISTRICT

THE POSITION

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

- Is a strong oral and written communicator
- Is a relationship builder who creates trust among stakeholders
- Is a strong instructional leader
- Is data-driven
- Is a collaborative, visible, and accessible leader
- Is a student-centered and equity-minded leader in Special Education

PERSONAL PROFILE

The Piedmont Unified School District seeks a superintendent who:

- Is trustworthy and demonstrates integrity and transparency
- Is empathetic and demonstrates a high degree of emotional intelligence
- Is a creative problem solver with a growth mindset
- Understands the unique community that they will be serving
- Is courageous and resilient
- Is approachable and personable
- Is a consensus builder

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in a high-achieving district in California
- A strong fiscal background and understanding of the budget
- A strong Human Resources background
- A record of focusing on students and balancing rigor and well-being
- Experience as a teacher, principal and at least five years' experience as a central office administrator

SELECTION PROCESS

The Board of Education has retained Consultants Dr. Donald Evans and Dr. Sarah Koligian 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 $290,000 - $310,000.

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

Piedmont is an affluent city located in the east bay hills, surrounded on all sides by the city of Oakland, and almost entirely zoned for single family dwelling residential use. Piedmont has a total population of just over 11,000 residents who demonstrate their generous commitment to education in a variety of ways. The Piedmont Education Foundation provides over $4 million in funding support which is raised through Parent Club fundraising events and through the annual Giving Campaign. Piedmont residents pay a parcel tax that contributes approximately $12.1million, or nearly 20% of the district budget, yearly. Piedmont residents currently pay a second parcel tax that contributes $5.4million annually toward Piedmont Unified School District (PUSD) employees' salaries. Thanks to generous financial support, PUSD is able to attract and retain highly qualified educators who provide an outstanding educational experience for our students.

Parent and guardian involvement is a cornerstone of Piedmont Schools, and the input of community members is integral to the process of creating our LCAP. Members of parent support groups (PIE, ALPS, Piedmont Arts Fund, Piedmont Makers, PADC, PAAC), parent clubs, and Piedmont Education Foundation, as well as teachers, classified staff, site, and district administrators, and students give input into creating the actions and services developed to meet them.

The Piedmont Unified School District (PUSD) strives to provide a stimulating educational environment for approximately 2,500 students. The student population has become increasingly diverse and includes 16 percent who are Asian, 10 percent Hispanic, 2 percent African American, 20.9 percent two or more races, and 51 percent Caucasian. On the CAASPP and CAST, PUSD is among the highest ranking unified school districts in the State, and over 95 percent of Piedmont Unified School District graduates pursue a college education.

A team of over 360 highly experienced and dedicated teachers, support staff, and administrators work with students at six school sites: three elementary schools, one middle school, one traditional high school, and one alternative high school. The district also includes an adult school that shares space with the district schools for evening and weekend classes.

THE BOARD OF EDUCATION

Ruchi Medhekar, President
Michael Malione, Vice President
Max Roman, Member
Susy Struble, Member
Lindsay Thomasson, Member

The Piedmont Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Piedmont 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 October 23, 2026.

Consultants:
Donald Evans, Ed.D.
Sarah Koligian, Ed.D.

Leadership Associates
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