



Information for Applicants for the Position of

SUPERINTENDENT **Fremont Unified School District**

THE POSITION

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

PROFESSIONAL PROFILE

Fremont Unified School District seeks a superintendent who:

- Is a strong leader who has experience ensuring a high-quality education for all students
- Has experience as a Superintendent or senior cabinet member
- Has successful experience leading a large and complex school district
- Is a creative problem solver; solution-oriented
- Has the ability to bring the entire school community together around a common vision of excellence for all students
- Will be visible, accessible, and active in the schools and community
- Is a great listener; will consider all voices, not just the loudest ones
- Is data-driven
- Will provide support to meet the needs of students at all levels
- Is a transparent communicator
- Has experience navigating and communicating budget concerns
- Is a capacity builder with an eye for developing the skills and abilities of all staff
- Has experience and values working with a diverse school community
- Has experience leading a district's strategic planning
- Has successful experience passing bonds and parcel taxes
- Has a track record of fostering positive labor group relations
- Will develop strategic partnerships and leverage the business community for resources
- Has a proven track record of working collaboratively with the Board of Trustees as part of an effective governance team
- Will advocate at the state level for additional funding

PERSONAL PROFILE

Fremont Unified School District seeks a superintendent who:

- Has integrity; is honest and forthright
- Is open-minded
- Is an empathetic and accessible leader
- Is very organized
- Is adaptable
- Is a relationship and trust-builder
- Can think outside of the box
- Will prioritize excellence and equity
- Can foster a positive work environment throughout the district
- Has the ability to prioritize
- Understands and embraces diversity

DESIRED EDUCATION/EXPERIENCE

- An educator with teaching, site administration and at least three years of experience at the executive cabinet level. Superintendent experience is desirable
- A strong fiscal background and understanding of the budget

- A record of fostering a culture of excellence within the district
- A commitment to partnering with community groups
- Bilingual (desirable)

SELECTION PROCESS

The Board of Education has retained Consultants Jacki Horejs, Ed.D. and Donald Evans, 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. 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

Fremont Unified School District is home to 41 world-class TK-12 schools serving over 32,600 students, with science and art magnet schools, and Spanish and Mandarin immersion programs. The District also offers outstanding early learning and adult education programs. With 41 National Merit Scholars in 2023, and seven current California Distinguished Schools and a Model Continuation School, FUSD's mission is to provide equitable opportunities to educate, challenge and inspire students of all ages, talents and abilities, while striving to prepare each with the skills required to adapt and succeed in an ever-changing world.

Fremont Unified primarily serves residents of the City of Fremont, which is the fourth most populous city in the San Francisco Bay Area and the East Bay's gateway to Silicon Valley. Residents come from across the globe to call Fremont home, and FUSD takes pride in its diversity, community and schools.

Find more information about FUSD at fremontunified.org, and on [Facebook](#), [Instagram](#) and [X](#).

THE COMMUNITY

Located on the southeast side of the San Francisco Bay, Fremont is a city of over 230,000 people with an area of 90 square miles, making it the fourth most populous city in the Bay Area and California's 15th largest city. Fremont is located within Alameda County. With its moderate climate and its proximity to major universities, shopping areas, recreation and cultural activities, employment centers, major airports, and the Bay Area Rapid Transit (BART) system, Fremont captures metropolitan living at its best.

THE BOARD OF EDUCATION

Yajing Zhang, President
 Larry Sweeney, Vice President
 Dianne Jones, Clerk
 Sharon Coco, Member
 Vivek Prasad, Member

Fremont Unified School District is an equal opportunity employer.

APPLICATION PROCESS

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

For other inquiries contact Penny Pyle, Executive Assistant, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on May 31, 2024.

Consultants:
Jacki Horejs, Ed.D.
Donald Evans, Ed.D.

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

www.leadershipassociates.org

Phone: (530) 302-5112