



Information for Applicants for the Position of

SUPERINTENDENT • ATASCADERO UNIFIED SCHOOL DISTRICT THE POSITION

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

- Executive-level experience in a district/community similar to Atascadero USD
- Strong organizational skills
- Cultural competence
- A proven track record of making data-driven decisions
- Knowledge of Special Education laws and issues
- Experience with CTE programs
- Experience working collaboratively with community partners to enhance support for the district
- The ability to create and implement a forward-looking vision for the district
- Fostered collaboration and unity among all stakeholders
- The ability to make tough decisions
- Motivated staff, students, and stakeholders toward a shared vision of success for all

PERSONAL PROFILE

The Atascadero Unified School District seeks a superintendent who is:

- Confident
- Proactive rather than reactive
- A strong, clear, and effective communicator
- Trustworthy and fosters confidence among others
- Honest and ethical and willing to speak hard truths when necessary
- A capacity builder who hires talented staff and provides opportunities for growth
- Student-centered and makes decisions in the best interests of students
- Approachable, accessible, visible, and actively engaged in the community
- Committed to long-term involvement in the district
- A team builder
- A problem solver who addresses challenges innovatively
- A listener who takes input from diverse viewpoints

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-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 and principal with at least five years of successful experience as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants William Banning and Jacki Horejs, 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 before a final decision.

SALARY AND CONTRACT

The salary will be competitive and based on qualifications and experience. The approximate salary range will be \$214,000.00 - \$245,500.00.

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

District: Atascadero Unified School District serves approximately 4300 students across 15 schools, including elementary, middle, and high schools, as well as alternative education programs. The district is committed to academic rigor, whole-child development, and fostering an inclusive learning environment. AUSD emphasizes innovation, including programs in STEM, Career Technical Education (CTE), and the arts, and has a reputation for preparing students for college, career, and civic life. Supported by a strong team of educators and administrators, AUSD maintains a tradition of academic achievement and financial stability.

Community: Atascadero is a vibrant community on California's Central Coast, characterized by its welcoming atmosphere, natural beauty, and strong civic pride. Known for its rolling hills, historic downtown, and thriving local businesses, Atascadero offers a high quality of life and ample opportunities for outdoor recreation. The district benefits from a supportive and engaged community that values education as the cornerstone of its identity and future.

THE BOARD OF EDUCATION

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The Atascadero Unified School District is an equal-opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Atascadero 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 5:00 P.M. on Friday, January 17, 2025.

Consultants: William Banning and Jacki Horejs, Ed.D.

Leadership Associates

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For general information, contact:

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