



## Information for Applicants for the Position of

### **SUPERINTENDENT COALINGA-HURON UNIFIED SCHOOL DISTRICT**

#### **THE POSITION**

The Board of Education of the Coalinga-Huron 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 Coalinga-Huron Unified School District seeks a superintendent who:

- Is student centered; puts students and opportunities for students at the forefront of all actions and decisions
- Has experience as a teacher and administrator at various K-12 levels, including as a district level leader
- Has experience working with labor unions and maintaining a positive collaborative working relationship
- Has a strong background in fiscal management and budget development
- Is a strong and effective instructional leader and has a proven track record of increasing student achievement
- Is able to lead and inspire staff, students and communities
- Is community centered and has the ability to connect with parents, community partners, and labor organizations
- Has the ability to navigate the politics of two communities
- Will use data to make decisions
- Has a willingness to stay in the district long-term and maintain stability
- Ensures consistent and equitable application of district policies and procedures

#### **PERSONAL PROFILE**

The Coalinga-Huron Unified School District seeks a superintendent who:

- Is approachable and visible and will actively engage with students, parents, staff and community at school and community events
- Is transparent, open and honest with all communications
- Is collaborative with all education partners ( students, staff, parents, unions and the board)
- Has strong communication and listening skills
- Demonstrates ethical leadership skills
- Is caring and people-centered
- Is decisive, courageous and can make the tough decisions
- Is calm under pressure
- Is a forward thinker and can develop long-term strategic vision for student success
- is humble and willing to admit mistakes

#### **DESIRED EDUCATION/EXPERIENCE (PREFERRED)**

- Master's degree or higher with a record of continuous learning
- 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, principal and experience as a central office administrator
- Bilingual candidates are invited to apply

#### **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 - \$275,000.

**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 Coalinga-Huron Unified School District (CHUSD) is made up of two communities, Coalinga which is located about 12 miles west of I-5 in Fresno County, and Huron which is located about 12 east of I-5 in Fresno County.

The two cities comprise the joint unified school district which is governed by a Board of Education/Governing Board. The CHUSD Board is made up of 5 trustees — 2 from Huron and 3 from Coalinga based on the respective student populations.

Coalinga-Huron Unified School District is committed to advancing the District's mission to provide the best education and career opportunities to all students. CHUSD serves nearly 5000 students, and our successes must be credited to the collaborative efforts of school personnel, site and district administration, parents, students and community members.

In Coalinga-Huron Unified School District we invest in our children by investing in the people, programs and facilities of our great district.

**THE BOARD OF EDUCATION**

- Francisco Chavez, President
- Jose Cruz Diaz, Vice President
- Tom Crawford, Clerk
- Roger Campbell, Member
- Spencer Davison, Member

*The Coalinga-Huron Unified School District is an equal opportunity employer.*

**APPLICATION PROCESS AND DEADLINE**

To request application materials for the Coalinga-Huron 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 March 11, 2025.**

**Consultants:**

- Mr. Juan Garza**
- Dr. Sally Frazier**

**Leadership Associates**

449 W. Foothill Blvd., #427  
Glendora, CA 91741  
[www.leadershipassociates.org](http://www.leadershipassociates.org)

For general information, contact:  
Sarena Fairrington, Search Support Specialist, Search Services  
[sfairrington@leadershipassociates.org](mailto:sfairrington@leadershipassociates.org)