



SUPERINTENDENT
Sunnyvale School District

THE POSITION

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

PROFESSIONAL PROFILE

Sunnyvale School District seeks a superintendent who:

- Is a transformational leader with a vision for improved outcomes for all students, closing the opportunity and achievement gaps
- Is an instructional leader with experience as a teacher, principal and executive cabinet leader in CA
- Has experience working in a culturally and socioeconomically diverse district
- Has a deep commitment to equity, ensuring all students, regardless of background, receive the support they need to succeed
- Embraces diversity and ensures that all students and families feel seen, valued and supported
- Has a proven track record of developing lasting and positive relationships with labor partners
- Has demonstrated the ability to work collaboratively and effectively with the Board of Education
- Is fiscally responsible
- Has a history of implementing meaningful improvements in student outcomes, instruction, and district operations
- Will value and build upon partnerships
- Uses data in decision-making
- Has the ability to bring people together while making necessary challenges to drive progress toward goals
- Is culturally competent and inclusive.

PERSONAL PROFILE

Sunnyvale School District seeks a superintendent who:

- Is a student-centered leader who prioritizes student needs and interests in decisions
- Is committed to implementing the district's Strategic Plan
- Is an empathetic, caring, and compassionate leader actively involved in school and community events
- Is a strong communicator and collaborator, working in partnership with the board, staff, families, and community members to build trust and transparency
- Can inspire and motivate staff to make changes that are in the best interests of students
- Is empathetic, caring, and compassionate
- Is courageous, adaptable, and flexible in their approach to decision-making
- Has integrity and is trustworthy and authentic
- Is approachable, personable, and visible throughout the schools and in the community.

DESIRED EDUCATION/EXPERIENCE

- An educator with TK-8 experience in California
- A strong fiscal background and understanding of the budget
- A strong record of partnering with community groups
- Bilingual (desirable)

SELECTION PROCESS

The Board of Education has retained Consultants Eric Andrew, Ed.D. 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 prior to a final decision.

SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. The approximate range is \$365,000-\$400,000. 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

Nestled at the heart of Silicon Valley, Sunnyvale School District (SSD) supports & educates about 5,800 students annually, offering a robust standards-based curriculum delivered through high-quality instruction across our 10 schools. Our student body, ranging from preschool to eighth grade, mirrors the rich diversity of our region, with 34% eligible for free or reduced-price meals and approximately 29% being English Learners. With 50 languages spoken among our students, diversity is a cornerstone of our district. Sunnyvale's core mission is to equip each student with a solid foundation in academic, behavioral, and social-emotional skills, empowering them to thrive in an ever-evolving world. We take pride in our prudent resource management, synergizing district assets with strategic community collaborations to ensure every child receives the opportunities necessary for optimal growth academically and emotionally. This commitment extends to enriching classroom experiences with practical community engagements proven to enhance learning outcomes.

Sunnyvale School District's focus remains steadfast on equity, a multi-tiered support framework, and innovation to enhance instructional effectiveness and student welfare. Our leadership structures integrate an equity and anti-racist perspective, fostering ongoing reflection on optimizing student support, dismantling barriers to learning, and strengthening overall support systems. Continuous coaching and training for our leadership teams are integral components of our commitment to constant improvement and student success.

THE BOARD OF EDUCATION

Bridget Watson, President
Peggy Shen Brewster, Vice President
Michelle Maginot], Clerk
Isabel Jubes-Flamerich, Member
Evelyn C. Pfofeta, Member

Sunnyvale School District is an equal opportunity employer.

APPLICATION PROCESS

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

For other inquiries contact Penny Pyle, Search Support Specialist, at ppyle@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on April 18, 2025.

Consultants:

Eric Andrew, Ed.D.
Jacki Horejs, Ed.D.

Leadership Associates

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