

Shasta Union High School District Superintendent Leadership Profile

The Board of Education of the Shasta Union High 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 Shasta Union High School District seeks a superintendent who:

- Provides visionary leadership that aligns with the district's mission, goals, and values.
- Has a strong track record of instructional leadership, particularly in college and career readiness programs, CTE, dual enrollment, and student achievement.
- Demonstrates fiscal acumen and the ability to manage budgets effectively while prioritizing facility infrastructure improvements.
- Has extensive experience in school governance, working collaboratively with school boards, labor associations, and community stakeholders.
- Is politically savvy, able to navigate a diverse and engaged community while maintaining student-centered priorities.
- Has a history of successful leadership in a rural or mid-sized district and understands the and respects the unique challenges of geographically diverse campuses.
- Is a strong communicator, able to build relationships with staff, students, parents, and external partners.
- Has experience managing enrollment challenges, transportation logistics, special education and student intervention programs.

PERSONAL PROFILE

The Shasta Union High School District seeks a superintendent who is:

- Visible, Engaged, and Approachable – actively participates in school events, athletics, and community gatherings.
- A Strong, Strategic Leader – able to balance district-wide needs while respecting the identity of individual schools.
- Collaborative and Trustworthy – builds strong relationships with teachers, staff, students, and families.
- An Excellent Listener – values diverse perspectives and fosters an environment of transparency and trust.
- Politically Astute – understands and respects the district's community while keeping education the primary focus.
- Committed to Longevity – desires an extended tenure in the district and will work to develop long-term strategies for success.
- Fiscally Responsible and Detail-Oriented – capable of managing bond measures, facilities planning, and resource allocation effectively.
- Empathetic and Culturally Aware: Values and fosters an inclusive educational environment that meets the needs of all students

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's Degree in Education
- Current California Administrative Services Credential.
- Minimum three years of district-level administrative experience, preferably as a Superintendent or Assistant Superintendent.
- Experience in high school administration and rural/mid-sized districts.
- Experience leading in special education, labor relations, and governance.

SELECTION PROCESS

The Board of Trustees has retained Education Leadership Services to conduct the search for the next superintendent. The process will include:

1. Application Review: Candidates will be screened based on experience and alignment with the leadership profile.
2. Interviews: Selected candidates will be invited for initial and final interviews with the Board.
3. Final Selection: The Board will announce the finalist following deliberations.

SALARY AND CONTRACT

The district will offer a competitive salary commensurate with experience, regional standards and district enrollment. A benefits package will also be provided, aligned with the district's leadership compensation structure.

THE DISTRICT AND COMMUNITY

The Shasta Union High School District is the largest high school district in Shasta County, serving as a leader among neighboring districts. The district values its strong academic programs, CTE offerings, athletics, and community partnerships. It is committed to fostering a welcoming and student-focused environment that prepares students for college, careers, and life beyond high school.

BOARD OF TRUSTEES

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Shasta Union High School District is an equal opportunity employer and encourages applications from diverse backgrounds.

APPLICATION PROCESS AND DEADLINE

Interested candidates should apply through Education Leadership Services:

<https://www.educationleadershipservices.org/current-openings>

SEARCH TIMELINE

April 10, 2025 - Applications Due May 5, 2025 - Interviews July 1, 2025 – Start Date