



Information for Applicants for the Position of

SUPERINTENDENT PITTSBURG UNIFIED SCHOOL DISTRICT

THE POSITION

The Board of Education of the Pittsburg Unified School District seeks a strategic, visionary, equity-driven, and student and community-centered leader to serve as Superintendent. The next Superintendent will build upon a strong foundation of diverse student success, innovative programs, and dedicated staff to lead the district into its next phase of excellence. The leader will drive measurable improvements in student outcomes while navigating professional relationships with members of stakeholder groups and significant fiscal challenges.

PROFESSIONAL PROFILE

The Pittsburg Unified School District seeks a superintendent who:

- Demonstrates a deep commitment to educational equity and access for all students
- Is experienced in improving outcomes for diverse student populations (ELL, underserved groups)
- Understands effective instructional practices, literacy, and data-driven systems
- Champions closing opportunity and achievement gaps
- Demonstrates strong financial oversight and resource alignment
- Ensures continued effective use of bond funds and facilities development
- Builds on the district's history of innovation (e.g., ethnic studies, sustainability, dual immersion)
- Aligns initiatives to a clear vision and strategic priorities
- Values and develops staff; fosters a culture of collaboration and respect
- Supports recruitment, retention, and development of a diverse, high-quality workforce
- Builds leadership capacity at all levels
- Maintains positive labor relations
- Builds strong, authentic relationships with families, staff, students, and community partners
- Values and leverages the district's strong community pride and engagement
- Works effectively with a cohesive, student-centered Board of Education
- Provides Board of Education clear recommendations and informed guidance
- Maintains a governance structure grounded in trust, roles, and shared vision
- Fosters a welcoming, inclusive, and safe environment for all
- Prioritizes student and staff safety and well-being
- Celebrates success and builds a sense of belonging

PERSONAL PROFILE

The Pittsburg Unified School District seeks a superintendent who:

- Navigates complex issues with professionalism and integrity
- Models integrity, empathy, and responsiveness
- Is approachable, accessible and visible throughout the schools and the community
- Is humble, honest and forthright
- Is courageous and has values aligned with the Pittsburg community
- Communicates transparently and listens actively
- Holds self and others accountable
- Is a problem solver and effective decision maker
- Is an innovator while evaluating and valuing effective existing district initiatives and programs

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Master's degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with TK-12 experience in California
- A strong background and understanding of curriculum and effective instructional practices
- A strong fiscal background and understanding of school district budgeting
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, or counselor, principal and as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Dr. Sally Frazier and Dr. Eric Andrew 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 \$275,000 to \$315,000, open to negotiation with the Board depending on experience.

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

Pittsburg Unified School District (PUSD) is a TK-12 district that serves the community of Pittsburg, California. The school system is committed to providing an excellent opportunity for all students to learn. PUSD is approximately 50 minutes from downtown San Francisco with a direct line on Bay Area Rapid Transit (BART). Our school community has a close relationship with Los Medanos Community College, which is located in the heart of Pittsburg.

Pittsburg Unified School District serves 10,700 students in kindergarten through twelfth grade. The District also provides our community with an outstanding public preschool program and an award-winning adult education school (PAEC).

The Pittsburg community values the quality of their school system and the opportunities provided to all children. We are thankful to our community and residents for supporting school bond measures and parcel taxes which help support the education of our scholars.

THE BOARD OF EDUCATION

Taylor Sims, President
De'Shawn Woolridge, Vice President
Destiny Briscoe, Member
George Miller, Member
Heliodoro Moreno, Member

The Pittsburg Unified School District is an equal opportunity employer.

APPLICATION PROCESS AND DEADLINE

To request application materials for the Pittsburg Unified 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 12:00 Noon. on April 23, 2026.

Consultants:

Sally Frazier, Ed.D.

Eric Andrew, Ed.D.

Leadership Associates

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www.leadershipassociates.org

For general information, contact:

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