



EUSD Superintendent Search: **LEADERSHIP PROFILE REPORT**

December 15, 2025



THE PROCESS



COMMUNITY ENGAGEMENT

Feedback was collected through multiple engagement opportunities to ensure wide representation and meaningful insight into the qualities, experience and priorities desired in the next Superintendent.



1:1 MTGS



**FOCUS
GROUPS**



SURVEY



COMMUNITY ENGAGEMENT

Community Engagement Opportunities:

- Facilitated Seven 1:1 Listening Sessions
- Hosted Three In-Person Focus Groups
- Conducted an Online Survey

Survey Demographics: 168 Respondents

- Parent/Guardian - 56.97%
- Staff - 41.21%
 - Classified Staff - 10.91%
 - Certificated Staff - 24.24%
 - Management/Unrepresented Staff - 6.06%
- Community Member - 0.61%
- Other - 1.21%



SUMMARY OF DATA



Strengths

Educational partners strongly recognize EUSD's long-standing commitment to excellence.

The most frequently identified strengths include:

- High academic performance and rigorous standards.
- Exceptional teachers and staff.
- Strong community and parent/guardian involvement.
- Small, connected school community with a "family feel."
- Supportive culture and positive school environments.



SUMMARY OF DATA



Challenges

Respondents identified several challenges requiring immediate and long-term attention:

- Aging and deteriorating facilities requiring major upgrades.
- Budget constraints, fiscal instability, and staff compensation pressures.
- Class sizes and enrollment concerns, including out-of-district transfers.
- Increasing student needs, including behavior, mental health, and intervention supports.
- Staff retention, burnout, and perceived inconsistencies in district-wide systems.
- Community differences and varying expectations for curriculum and school governance.



SUMMARY OF DATA



Foundational Qualities

Overall respondents agree on the foundational qualities needed in the next Superintendent: a leader with integrity, strong communication skills and the ability to support and elevate EUSD's strong academic culture.

However, their differing perspectives reflect the unique experiences of each group:

- Parents/guardians and the community emphasized school climate, safety, facilities, and transparency.
- Teachers/classified staff focused on support systems, morale, consistent leadership, and instructional needs.
- Management prioritized long-term planning, fiscal responsibility, and organizational coherence.



IDEAL SUPERINTENDENT PROFILE

Personal Integrity and Relational Leadership	Instructional Expertise and Academic Focus	Strategic Systems and Operational Leadership	Communication and Community Engagement
<ul style="list-style-type: none">• Leads with honesty, transparency, and consistency.• Builds trust with staff, families, and the community.• Navigates differing perspectives with professionalism.• Listens actively and fosters a positive, supportive culture.	<ul style="list-style-type: none">• Experienced educator with a background in teaching and site/district leadership.• Strong understanding of TK–8 programs and the needs of small high-performing districts.• Champions academic excellence and instructional quality.• Supports teachers and strengthens interventions, enrichment, and student services.	<ul style="list-style-type: none">• Strategic planner who sets direction and aligns resources to priorities.• Skilled in fiscal and operational management.• Capable of guiding long-term facilities planning and modernization.• Ensures stable, consistent systems across departments and school sites.	<ul style="list-style-type: none">• Communicates clearly, openly, and consistently.• Provides clarity around district priorities and decisions.• Engages families and community partners in meaningful ways.• Maintains visible presence at schools and community events.



THANK YOU

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