

EMPLOYMENT OPPORTUNITY

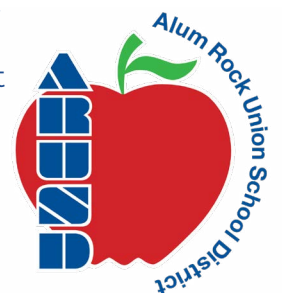
# SUPERINTENDENT

## ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT

### SAN JOSE, CALIFORNIA

**SALARY: \$262,000 NEGOTIABLE DOE/DOQ**

**A** **ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT (ARUSD)** is seeking an experienced, student-centered leader to serve as its next Superintendent. Reporting to a five-member Board of Trustees, the Superintendent leads a district serving approximately 6,700 students across multiple campuses and a dedicated team of educators and staff, overseeing six direct reports, approximately 1,000 total district employees, and an annual budget of approximately \$200 million. This is an opportunity to guide a district at a pivotal moment—advancing academic achievement, strengthening instructional systems, ensuring long-term fiscal and operational sustainability, and continuing to build trust and alignment across the organization and community. The ideal candidate will bring a demonstrated track record of improving student outcomes, strong financial and operational leadership, and the ability to communicate transparently, navigate complex governance dynamics, and foster collaborative, results-oriented relationships with the Board, staff, families, and community partners.





# The Community

**K**KNOWN AS THE “CAPITAL OF SILICON VALLEY,” the City of San José plays a vital economic and cultural role offering access to world-class innovation. Located in the eastern portion of San José, the Alum Rock Union Elementary School District (ARUSD) serves a vibrant, diverse, and resilient community in the heart of Silicon Valley. The area is rich in cultural heritage, with a predominantly Latino population and strong multigenerational ties to local schools and neighborhoods. The community demonstrates strong pride and advocacy for student success, a strong sense of neighborhood identity, and a shared commitment to improving outcomes for all students. Families enjoy a vibrant and diverse community with rich cultural experiences, exceptional dining, outdoor recreation, and year-round events that make it an engaging and welcoming place to live.

# The Organization

**THE ALUM ROCK UNION SCHOOL DISTRICT HAS A FIVE-MEMBER** Board of Trustees serving approximately 6,700 students in transitional kindergarten (TK) through grade eight. The District serves a population with significant economic diversity, and according to data available through the California Department of Education (CDE) for 2024–25, approximately 83% of the district’s students are either English learners, foster youth and/or eligible for free or reduced-priced meals. The District is committed to improving student achievement, ensuring equitable access to educational opportunities, and supporting the whole child. Like many districts across California, ARUSD is navigating a complex and evolving educational landscape that includes enrollment shifts, fiscal pressures, and a continued need to accelerate student learning outcomes.

## ALUM ROCK SCHOOL DISTRICT

*at a Glance*



**10** ELEMENTARY SCHOOLS

**2** TK-8 GRADE SCHOOLS

**3** MIDDLE SCHOOLS

**1** EARLY LEARNING CENTER

**+6** SURPLUS CAMPUSES



APPROXIMATELY  
**6,700**  
STUDENTS



APPROXIMATELY  
**1,000**  
STAFF MEMBERS

[LEARN MORE HERE](#)



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BUTTON

# The Position

**THE SUPERINTENDENT IS APPOINTED BY AND REPORTS DIRECTLY TO** the Board of Trustees and serves as the Chief Executive Officer of the District, responsible for implementing Board priorities, leading instructional improvement, managing district operations, and building strong relationships with students, families, staff, and the broader community.

## The Superintendent will:

- Work closely with the Board to implement the Trustee’s strategic priorities and policy direction, and work with them to develop a strategic plan.
- Lead districtwide efforts to improve student achievement and close opportunity gaps.
- Build and sustain a high-performing leadership team.
- Engage meaningfully with families, staff, labor partners, and community stakeholders.
- Work collaboratively with external partners and consultants supporting district initiatives.
- Foster a culture of accountability, transparency, and continuous improvement.
- Oversee academic programs, operations, and fiscal management.
- Champion a culture of safety by ensuring strong campus security, proactive emergency preparedness, and a safe, supportive environment where every student and staff member can thrive.



## CHALLENGES & OPPORTUNITIES

The next Superintendent will step into a district with meaningful opportunities to make a lasting impact, including:

### **IMPROVING STUDENT OUTCOMES.**

Accelerate student outcomes across all student groups, with a focus on literacy, math, and English learner success. Working with a ARUSD consultant, and building on work launched in 2025, the Superintendent will sustain momentum and strengthen leadership capacity to advance instructional effectiveness.

### **FACILITIES OPTIMIZATION AND REVENUE GENERATION.**

Advance school consolidation to align facilities with enrollment, focus resources, and support student outcomes, while leveraging underutilized properties to generate revenue and support long-term fiscal stability in partnership with the Board.

### **STRENGTHENING INSTRUCTIONAL COHERENCE.**

Continue to align curriculum, instruction, assessment, and professional development to create a consistent, high-quality instructional program across all schools.

### **FISCAL STABILITY & ENROLLMENT TRENDS.**

Navigate ongoing enrollment declines and associated budget pressures while maintaining program quality.

### **BUILDING TRUST & ORGANIZATIONAL ALIGNMENT.**

Continue rebuilding trust across the organization and community through transparency, communication, and consistent follow-through on commitments.

# The Ideal Candidate

**THE IDEAL CANDIDATE IS A STUDENT-CENTERED, EDUCATIONAL LEADER** who brings a strong track record of improving outcomes in diverse school systems. They are strategic thinkers and effective implementers who can translate vision into action while building trust and alignment across stakeholders.

## The ideal candidate will...

### **Student Achievement and Instructional Leadership**

- Have demonstrated success leading measurable improvements in student achievement, with deep expertise in curriculum, instruction, and assessment alignment to ensure student performance reflects true proficiency.
- Have experience leading district-wide improvement or turnaround efforts, including effectively overseeing external partners or consultants.

### **Financial, Operational, and Resource Management**

- Have strong financial and operational acumen, with the ability to develop and manage a qualified budget in a structurally deficit environment.
- Develop innovative and sustainable approaches to address resource and funding needs, and generate additional resources through grants, partnerships, and strategic use of district assets.
- Have knowledge of school district operations, including human resources and talent management.
- Bring a proven commitment to campus safety.

### **Strategic and Data-Informed Leadership**

- Use data to drive decision-making, monitor progress, and support continuous improvement.
- Understand community demographics and align programs and services to meet student and community needs.

### **Governance, Communication, and Relationships**

- Effectively navigate working with an elected board, and strong understanding of Board and Superintendent roles.
- Have clear, direct, and transparent communication with the Board.
- Maintain a visible presence at school campuses, and is a collaborative and accessible leader who builds trust and relationships with staff, unions, the community, and the Board.

### **Leadership Presence and Organizational Culture**

- Demonstrate integrity, professionalism, sound judgment, and build trust through leading with honesty and authenticity, and hold self and others accountable to the success of our students.
- Maintain composure and professionalism.
- Be an engaged leader who supports site leaders and fosters a positive culture of engagement, continuous improvement, and prioritizes ongoing learning and growth for all staff.

### **Commitment to Public Education**

- Demonstrate a genuine commitment to public education and improving outcomes for all students.

# MINIMUM QUALIFICATIONS

*Out-of-state applicants are encouraged to apply. The District requires the following background and educational standards:*

**Education:** Bachelor's degree from a regionally accredited institution of higher education in: education, public administration, leadership, business, or related field;

## **Experience:**

- Five years of leadership experience in an educational setting with responsibility for instructional programs;
- Significant administrative leadership experience, ideally in a public school system;
- Experience managing organizations, budgets, personnel and policy.

## **Preferred:**

- Master's degree in education, public administration, leadership, or a related field;
- Experience as a superintendent or other senior district leadership role (e.g., Assistant Superintendent);
- Educational instructional experience in K-8 systems.
- Possess a clear California Administrative Services Credential, or ability to obtain within 24 months—[details here](#). Out-of-state applicants Administrative Services Credential information [details here](#).
- Bilingual English/Spanish.



# Compensation & Benefits

Salary range: **\$262,000 negotiable DOE/DOQ** and an attractive benefits package. The District pays 85% of benefits.



## How to Apply

For first consideration, apply by **APRIL 30, 2026** at:

**WBCP JOB BOARD**



### SAVE THE DATES

Round one virtual interviews will take place on **MAY 16**.

Round two in-person interviews will take place on **MAY 23**.

*Selected candidates must be available for both dates.*

### QUESTIONS?

Please contact your recruiter, **Wendi Brown**, with any inquiries

**wendi@wbcpinc.com**

**541.664.0376** direct

**866.929.WBCP (9227)**

toll free