



Information for Applicants for the Position of

SUPERINTENDENT
Tamalpais Union High School District

THE POSITION

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

PROFESSIONAL PROFILE

Tamalpais Union High School District seeks a superintendent who:

- Is a visionary and courageous leader who puts students at the center of decision making
- Has a proven track record of achieving successful instructional initiatives
- Is equity-minded and a consensus builder
- Has the desire and ability to positively engage community partners.
- Has a fiscal and budgetary skillset and understands community-funded districts
- Has a growth mindset and is a continuous learner
- Has experience in high-achieving districts
- Has had successful experience in addressing the needs of students from historically underserved populations.

PERSONAL PROFILE

Tamalpais Union High School District seeks a superintendent who:

- Is a visible leader who is seen regularly in the schools and throughout the district
- Has strong written and oral communication skills
- Is accessible and maintains an open-door policy
- Is driven by a moral compass and openly advocates for all students
- Is a relationship builder who strives to strengthen school and community partnerships
- Is a creative and innovative educator who collaboratively seeks multiple perspectives
- Is kind, thoughtful and listens to understand
- Is a problem solver and believes in shared decision-making

DESIRED EDUCATION/EXPERIENCE

- Has experience in a district serving high schools as a superintendent or district level cabinet member.
- Has experience in schools as a teacher and site leader
- Has a record of focusing on students and improving achievement in a diverse community
- Has had experience in districts that passed bonds for facility modernization and construction
- Has experience supporting students from marginalized communities

SELECTION PROCESS

The Board of Education has retained Consultants Marc Ecker, Ph.D. and Rich Fischer 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 \$300,000-330,000. 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

The Tamalpais Union High School District is a high-performing district in a very active, supportive, and educated community. Currently, 5,039 students are served in three comprehensive high schools and two alternative programs. In addition, the Adult Education courses attract hundreds of community members each year. The Tam District is home to students from 19 different communities, including Bolinas-Stinson, Mill Valley, Sausalito-Marin City, Forrest Knolls, Lagunitas, Woodacre, San Anselmo, Fairfax, San Geronimo, Nicasio, Muir Beach, Belvedere, Tiburon, Ross, Larkspur, Corte Madera, Greenbrae, and Kentfield. Our students speak more than 30 languages and participate in more than 100 student-run clubs and activities. The student body is 70% white, 1.9% African American, 14.2% Latina/o, 4.7% Asian, 4.3% two or more races, 3.6% not reported, 0.3% Pacific Islander, 0.3% Native American/Alaska Native and 1.9% of our students are designated English language learners.

The Tamalpais Union High School District has a robust course catalog with nearly all classes meeting the CSU/UC a-g requirements. Students are offered a full range of elective courses in all disciplines, but most specifically in the fine and performing arts, applied technologies, and world languages, as well as in the core content areas. The District also offers academic support classes, an English learner support program, after-school tutoring, and a partnership with Bridge the Gap College Prep at Tamalpais High School. Students are also provided access to social-emotional support services through our counseling and wellness programs.

THE BOARD OF EDUCATION

Cynthia Roenisch, President
Kevin Saavedra, Clerk
Ida Green, Member
Jennifer Holden, Member
Emily Uhlhorn, Member

Tamalpais Union High School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Tamalpais Union High School District Superintendent position, visit www.leadershipassociates.org/active-searches and select Tamalpais Union High 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., February 28, 2025.

**Consultants:
Marc Ecker, Ph.D.
Rich Fischer**

Leadership Associates

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