

Sundale Superintendent Search

Sundale Union Elementary School District

13990 Avenue 240, Tulare, Ca 93274

Tulare County, California

www.sundaleschool.com

www.facebook.com/SundaleUESD

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About Sundale

Sundale Union Elementary School District is a highly regarded single-school district located in Tulare, the heart of California's Central Valley. Serving 850 students in grades TK–8, Sundale is known for its strong academic program, close-knit community, and whole child development program utilizing outstanding hands-on learning opportunities program that connects students to real-world learning experiences that develop character and belonging. Together, the Sundale School District and Sundale Foundation partner to support our youngest learners and school-age students alike with high-quality care and education.

Mission Statement

Sundale is committed to academic excellence, moral integrity, and the development of self-worth for students, staff, and the community.

Position Overview

The Board of Trustees seeks a collaborative, student-focused, and visionary leader to serve as Superintendent. The Superintendent will lead a dedicated staff, engage an involved community, and build upon the District's tradition of excellence while preparing students for future success. The ideal candidate will have a strong appreciation for agriculture, performing and fine arts, college and career awareness, and sports programs.

Key Responsibilities

- Provide strong, ethical, transparent and compassionate leadership aligned with district values.
- Be a visionary who is able to project into and plan for the future to see the vision become reality and build systems that support long term district success.
- Maintain and enhance high levels of student academic achievement.
- Support and expand Sundale's signature programs and hands-on learning opportunities.

- Support and provide professional development for administrative management, certificated and classified employees.
- Ensure sound fiscal management and long-term financial stability.
- Foster a positive and safe school culture emphasizing student well-being, staff support and individuality in and out of the classroom and the value of parent involvement.
- Strongly value and promote growth and mentorship for teachers and classified staff.
- Cultivate and mentor future leaders.
- Build strong relationships with students, families, staff and administrators.
- Develop strong partnerships with families, organizations and the community.
- Oversee curriculum, instruction, intervention, including Special Education.
- Drive innovative use of technology for students and staff.
- Serve as a Board member of the Sundale Foundation and foster a supportive partnership.
- Effectively, innovatively, strategically, as well as unconventionally when needed, navigate and provide guidance in a complex educational environment, including local, state, federal laws and regulations.
- Manage district resources responsibly and transparently.
- Align resources with district priorities and student needs.
- Oversee and strategically manage the district's facilities program, including planning for growth, land acquisition and utilization, asset monetization, modernization needs and the development of new construction projects.

Personal and Professional Characteristics

- Commitment to promoting traditional family values with a strong sense of integrity and empathy and the value of people over process.
- Honors and advances Sundale's culture by fostering a family-oriented environment that prioritizes students, values every individual, and actively welcomes parents, guardians, and the broader community as partners in education. Embraces a collaborative 'all-in' mindset, where administrators, staff, and volunteers work together, often in multiple roles, to support student success.
- Strong communication and interpersonal skills.
 - Be approachable.
 - Listens actively and is responsive to Board members, leadership team, students, staff and families.
 - Support an open door policy.
- Establishes a clear, student centered vision focused on expanding opportunities and promoting student success.

- Commitment to student achievement, character development, and community engagement.
- Builds trust through consistent decision-making and accountability.
 - Encourages collaboration, shared decision-making, and empowerment of students, staff and parents/guardians, when appropriate.
 - Uses data and evidence, when available.
- Maintains strong relationships with the Board, administration, staff, students, parents/guardians, Sundale Foundation and community.
- Demonstrates a high level of consistent visibility on campus in and out of classrooms, at school, district, and Sundale Foundation/community events.
- Value the importance of experiential based learning experiences that allow for exploration, such as Sundale's agricultural, performing and fine arts, college and career awareness and sports programs.
- Adept at problem solving and conflict resolution.
 - Skillfully navigate adversarial and confrontational situations in a calm and confident manner.
- Aligns students, staff, families and community members around shared goals.
- Foster trust and a constructive and supportive relationship with the Unions.
- Motivating and can captivate an audience of students, staff, parents/guardians, community members, and colleagues.
- Exhibits a results-driven approach with a commitment to overcoming challenges.

Desired Qualifications and Experiences

- Valid California Administrative Services Credential
- Successful experience in a teaching environment, as well as in an administrative role at the school or district level.
- Demonstrates an understanding and ability to oversee the District finances and human resources.
- Knowledge of special education programs and diverse student learning needs.
- Demonstrates courage in making difficult decisions while maintaining respect and collaboration.
- Demonstrate knowledge of curriculum, instruction, intervention, assessment and instruction improvement.
- Understanding District Operations including maintenance, transportation, nutrition services, technology and student support programs.
- Knowledge of California school finance, LCFF and LCAP processes and Educational laws and policies.

Compensation & Benefits

- Competitive salary (based on experience and qualifications with a minimum of \$165,000)
- Health, dental, and vision benefits already built into salary
- Participation in CalSTRS/CalPERS
- Paid dues for approved professional organizations, such as ACSA and SSDA
- Paid professional development
- Paid mileage at California mileage rate per mile
- Contracted days - 230 days

Application Process

Submit the following:

- i. District Application
- ii. Current resume
- iii. Three to five letters of recommendation
- iv. Copy of administrative credential

Application Deadline: May 11, 2026

Initial Interviews: May 19, 2026

Follow-up Interviews: June 9, 2026

Anticipated Approval of Candidate June 16, 2026

Anticipated Start Date: July 1, 2026 (negotiable)

Submit materials to: superintendent@sundaleschool.com

Why Sundale?

1. Close-knit, supportive family atmosphere with strong parent involvement.
2. Unique and highly valued hands-on student programs, such as agriculture, performing and fine arts, college and career awareness, and sports.
3. Dedicated and passionate staff committed to developing well rounded children and prompting their success and well being.
4. Opportunity to lead a district where innovation and tradition come together.
5. Value the importance of character development.
6. Supportive and active Board members.
7. Alumni stay connected throughout their lives.
8. Stable staff with relatively low turnover.
9. Strong Fiscal Position

10. Dedicated Foundation works in close partnership to enhance student development, academic outcomes and future success

Equal Opportunity Employer

Sundale Union Elementary School District is an equal opportunity employer committed to an inclusive and diverse workplace.