



AN INVITATION  
TO APPLY FOR  
THE POSITION OF



# SUPERINTENDENT

**HACIENDA LA PUENTE  
UNIFIED SCHOOL DISTRICT**

City of Industry, California

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MCPHERSON *M* JACOBSON, LLC

## THE POSITION:

The Hacienda La Puente Unified School District Board of Trustees is seeking an effective leader and fully qualified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position on **January 1, 2026**.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development, in collaboration with the California School Boards Association, has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Trustees in identifying and screening the candidates.

### The Qualifications:

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The Board recognizes that selecting a Superintendent is one of the most important decisions it will make. The Board desires candidates that have a proven ability and demonstrated accomplishments for the following position criteria:

#### Educational Leader:

The ideal Superintendent is a visionary and student-centered educational leader who places academic excellence and equity at the core of the district's mission.

#### Effective Fiscal Leader:

The ideal Superintendent is a fiscally responsible and visionary leader with a strong record of operational excellence.

#### Equity Leader:

The ideal Superintendent is an equity-centered leader with the moral courage and systems thinking necessary to make bold, data-informed decisions through a clear equity lens.

#### Community-Centered Leader:

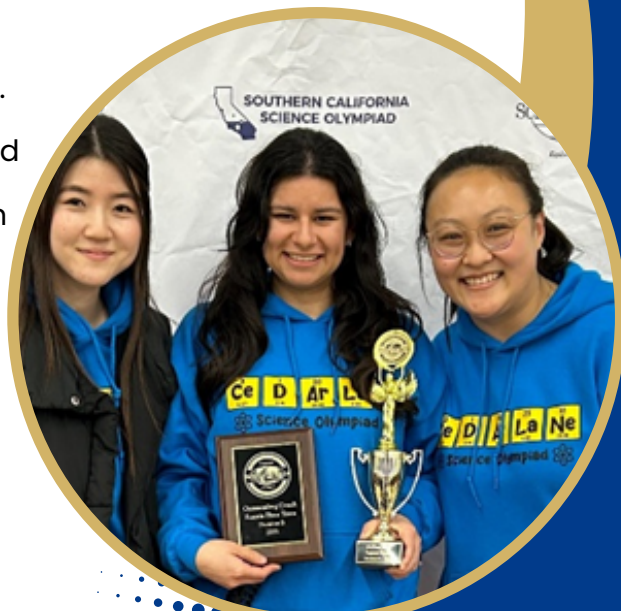
The ideal Superintendent is a community-centered leader who genuinely values the rich diversity and unique perspectives of the Hacienda La Puente school community.

#### Ethical Communicator and Collaborator:

The ideal Superintendent is an inclusive, ethical, and courageous communicator who actively listens, values diverse perspectives, and builds strong, trusting relationships throughout the district.

#### Preferences:

- Successful experience as a teacher and leader at the classroom, site, and district, and executive cabinet levels
- Doctorate degree
- Multilingual and Multicultural; having experience working in diverse communities



**Salary: \$300,000–\$350,000**

## THE COMMUNITY:



## THE DISTRICT:

**Accreditation:** Western Association of School and Colleges (WASC)

**Type of District:** PK-12 and Adult Education program. HLPUSD's enrollment consists of 15,066 students from the City of Industry, La Puente and a small portion of West Covina, as well as the unincorporated areas of Hacienda Heights, Valinda and West Puente Valley.

**Student Enrollment:** 15,075

**District Sq Miles:** Approx. 20 Sq Miles

**Number of Administrative Staff: 88**

**Number of Certified Teachers:** 1,001

**Number of Classified Staff:** 1,098

**Operating Budget: 327M**

**WWW.HLP.SCHOOLS.ORG**



## MISSION STATEMENT:

The Hacienda La Puente Unified School District is dedicated to maximizing the talents, interests, and abilities of all its students, enabling them to meet the challenges and opportunities of a changing world. The district curriculum is based on the California State Frameworks. Classroom instruction is integrated, thematically applied, technologically integrated, and sensitive to the individual learning styles of students and the needs of the multicultural community we serve.







# MCPHERSON & JACOBSON, LLC

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## APPLICATION:

AVAILABLE AT

**WWW.MACNJAKE.COM**



*An application for Superintendent should include:*

- Reasons for interest in the position
- A current résumé
- A completed application form
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact Board members. Any effort to do so may eliminate the consideration of employment. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual state's Freedom of Information laws. In the final process, the school Board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

## SELECTION TIMELINE:

- Closing Date for Applications:  
**September 18, 2025**
- Board of Education selects finalists to interview: **October 14, 2025**
- Interviews with Board of Education:  
**November 14-15, 2025**
- Selection of new Superintendent:  
**December 11, 2025**
- Start Date: **January 1, 2026**

Hacienda La Puente Unified School District is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.