



# Superior Unified School District

## Superintendent Position Announcement

The Governing Board of the Superior Unified School District proudly announces a search for a new District Superintendent. We invite qualified applicants to apply for this exceptional leadership opportunity within our vibrant educational community.

The Superior Unified School District #15 consists of three schools serving 307 students in grades pre-K-12.

Located in southeastern Pinal County, 60 miles east of Phoenix, Arizona, the district extends from Florence Junction (west) to Top of the World (east) and covers approximately 265 square miles.

The Superior Unified School District (SUSD) is a Title I district. This designation provides additional funding to reinforce our reading and math foundations. It also allows our students to receive 100% free/reduced breakfast/lunch.

SUSD has partnered with the Vail Unified School District to implement the Arizona college- and career-ready standards in our K-12 classrooms through the Beyond Textbook curriculum guides and maps.

The district is also a member of the Cobre Valley Institute of Technology. CVIT assists the district in offering programs such as culinary arts, hospitality, welding, nursing, and fire science to our students.

In addition, we have built valued relationships with the Town of Superior, the Superior Chamber of Commerce, the Superior Rotary, the Superior Optimist Club, the Superior Little League, Boyce Thompson Arboretum, and Resolution Copper Mining Corporation. Resolution Copper has provided continued support for our athletics programs, nature club, hiking club, beyond textbooks, DECCA/FCCLA, and staff appreciation events.

Everyone at SUSD is dedicated to ensuring that our students receive daily high-quality instruction and have the materials and resources they need to succeed.



The Superior Unified School District exists to provide a safe and nurturing environment for the children of our community. Our governing board, administration, teachers, staff, families, and students work together in a small, community-based environment.

Our schools offer:

- Quality athletics programs to instill the values of teamwork and discipline
- Clubs and extra-curricular activities to excite children's minds as they learn new skills and develop their interests
- Arts and music programs to develop an appreciation for culture
- Vocational and career preparation to assist students as they grow from adolescent to teenager to adult

# District Operational Information

- **Maintenance & Operations Budget:** \$3,346,769 (Adopted)
- **Capital Budget:** \$219,030 (Adopted)
- **Primary Tax Rate:** 4.5707
- **Secondary Tax Rate:** 1.1868
- **Total Professional Staff FTE:** 22 (supt, principal, teachers)
- **Total Support Staff FTE:** 32

## Town of Superior, Arizona

Superior is nestled in a rugged, pristine mountainous setting within the Tonto National Forest, at an elevation of 2,882 feet, and is surrounded by peaks, including Iron Mountain at 6,056 feet. The Superior USD is proud to be a part of our town's rich history.

Superior was initially named Queen, then Hastings, and then finally platted under the name of Superior in 1900. Queen had a population of around 100 circa 1880. There was a general store, two hotels, numerous saloons, and a post office, which closed in 1881. The Superior town site was laid out in 1902 by George Lobb and named after the Lake Superior and Arizona Copper Company (LS&A). The Superior post office opened on December 29, 1902. By 1904, the town had many tents and a few primitive board houses.

Superior has experienced dramatic changes throughout its economic history. Its boom-and-bust cycles revolved around the mining industry, affecting everything from population and business growth to the underlying economy. This evolution even impacted how the community sees itself. Are we a mining town or a town with a mine?

Superior's recent history has seen the town develop into a much-loved sustainable community nestled in its beautiful high desert setting. The population has increased as people return to Superior. The community has become a draw for tourists interested in its long mining history, local architecture, the spectacular mountain scenery, and the preserved infrastructure of the Magma Mine. The population's diversity remains, and descendants of Superior's original settlers are proud of their ancestral heritage. To this day, the community retains its small-town cultural and historic charm.

Today, Superior, Arizona is in the midst of a renaissance - one that is being driven by long-time residents as well as newcomers and new business establishments who have come to Superior because of its small-town ambience and values, natural beauty and the promise of building a "new", vibrant community.

Superior, Arizona, is much more than copper. During the past few years, the Town has pivoted towards growing tourism, marketing the community as a unique place to visit and live. Superior has become a premier destination for hikers, mountaineers, bikers and nature enthusiasts from across the world who want to experience some of the most majestic beauty in the American West. The Town is home to major international businesses with large production facilities, and is also bustling with entrepreneurship activity. The Superior Enterprise Center has launched a one-stop shop for resources, training and information. A hub of connectivity and learning, this facility represents the importance of enriching the community through engagement, education and opportunity.

It can be surprising to discover such a forward-thinking community tucked away in the charming mountain town of Superior. You will be welcomed into the family here, as Superior is deeply committed to creating durable opportunities for the next generation. For entrepreneurs who aspire to create their own enterprise and are ready to fall in love with Superior, there are abundant opportunities and an entire community ready to support their success. Make your mark in a cultural revival of a special travel destination that values residents and visitors alike, peaceful living, natural beauty, and its history — not only the past but making it today.

# Position Requirements

The Superior Unified School District Governing Board is seeking an energetic, professional, and high-moral-character individual. The ideal candidate should be a highly skilled educational professional with a solid background in fostering positive school environments and possess the necessary skills to advance the District's pursuit of excellence while enhancing services and outcomes.

The Governing Board recognizes that qualified candidates may possess a range of traits and skills from various backgrounds and is committed to finding the "best fit" to meet the needs of the Superior community.

## Position Requirements:

- Master's Degree or higher in Education or related field from an accredited university
- At least five years of successful teaching experience in public schools
- Minimum of three years' experience as a principal or public school administrator
- Superintendent experience (preferred)
- Current Arizona Superintendent's certificate (preferred)

## Ideal Candidate Qualities:

- Committed to the well-being and academic achievement of all students as the central focus of district decisions
- Experienced in working with and being sensitive to diverse populations in multicultural, multilingual, and second-language learning environments
- Demonstrates excellent interpersonal skills, ensuring accessibility and open communication with staff, parents, and community members
- Enthusiastic about student-centered programs, dedicated to the growth of each student personally and academically, with a proven track record of developing and implementing relevant programs
- Skilled in curriculum planning, instruction, staff development, and program implementation to enhance student learning
- Well-versed in current Arizona State Standards, assessments, and statutes
- Exhibits high standards of accountability, honesty, integrity, accessibility, involvement, and community commitment
- Possesses a rational, consistent, and fair management style for tackling complex problems
- Willing to participate in the District and community initiatives actively
- Effective communicator with strong oral and written skills to facilitate interaction within schools and the broader community
- Knowledgeable in school law, finance, fiscal planning, federal programs, grant writing, and district operations such as facilities, transportation, and food services
- Able to collaborate effectively with diverse cultural and ethnic groups and sensitive to interpersonal dynamics
- Values staff and community input, engaging them in the development of district goals
- A visionary leader passionate about the future of education and dedicated to fostering a positive, forward-thinking district environment

# Salary and Contract Terms

The salary range for this position is \$100,000 to \$115,000.

The actual salary for the successful candidate, to be determined during contract negotiations, will be based on experience and professional preparation.

The District offers a competitive benefits package that will be finalized during contract negotiations.

For additional information about the district and community, please access the websites noted below:

District website: [superiorusd.org](http://superiorusd.org)

City websites: [superiorarizona.com](http://superiorarizona.com)

County website: [pinal.gov](http://pinal.gov)



## Search Timeline

Staff & Community Forum: January 7, 2026, 5:00 p.m., District Office, Room 106

Staff & Community Forum: January 12, 2026, 5:30 p.m., Chamber of Commerce

Vacancy Announced (12:00 p.m. AZ time): January 16, 2026

Deadline for Applications (12:00 p.m. AZ time): February 17, 2026

Applicant Screening with Governing Board: February 20, 2026

First Round Interviews: February 28, 2026

Finalist Interviews and Meet & Greet Q&A: March 5, 2026

Governing Board Approves New Contract: TBD

Incoming Superintendent Assumes Duties: July 1, 2026\*

*\*Subject to Change*