



Joseph City Unified School District

Superintendent Position Announcement

The Governing Board of the Joseph City 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.

Our Community and Schools

Joseph City, Arizona is a small community located in Navajo county with a population of about 1500. We are located on interstate 40, approximately 80 miles east to Flagstaff Arizona. Joseph City is surrounded by some of the most scenic landscapes in Arizona, including the Grand Canyon and Petrified Forest National Park.

We are proud of our small school environment. The district operates two separate campuses with a combined PK – 12 enrollment of around 400 students. Joseph City Jr/Sr High School has earned Excelling Status under Arizona system for rating school and district performance for the past several years and has been recognized by U.S. News & World Report with a bronze medal is one of the best high schools in the country. Joseph City Elementary School has attained High Performance status this last school year and continues to strive for excellence and student achievement.



Vision

Inspire a passion for learning by making education relevant and fun.

Mission

Challenge and empower all students to be independent thinkers, lifelong learners, and responsible citizens.

Our Commitment

At Joseph City School District, we believe the students come first. Each of us is dedicated to encouraging our students to be the best they can be. Our teachers and staff are dedicated and enthusiastic about helping our students achieve their highest potential. And our small community supports us in our efforts.

District Operational Information

- **Maintenance & Operations Budget:** \$5,066,566
- **Capital Budget:** \$423,572
- **Primary Tax Rate:** 4.2706
- **Secondary Tax Rate:** 0.7447
- **Total Professional Staff FTE:** 43
- **Total Support Staff FTE:** 30

Joseph City, Arizona

Joseph City (elevation 5,000 ft) is located in Navajo County, Arizona. It is located on Interstate 40, approximately eighty miles east of Flagstaff and about thirty-five miles west of Petrified Forest National Park.

The district operates two separate campuses with a combined PK-12 enrollment of around 500 students. Joseph City High School has earned “Excelling” status under Arizona’s system for rating school and district performance for the past several years, and has been recognized by U. S. News and World Report with a bronze medal as one of the best high schools in the country. Joseph City Elementary attained “High Performing” status this last school year and continues to strive for excellence in student achievement.

The district Maintenance and Operations budget for the current year is approximately \$4.6 million while boasting one of the lowest tax rates in Navajo County. A recent \$5 million bond election allowed the district to complete some desirable and needed additions to the campuses including more classroom space, a new athletic/activity facility with weight training and conditioning room, a new all-weather track, and major upgrades to the district pool. Other important projects aimed at conserving energy and reducing ongoing costs included electrical upgrades to the high school and auditorium, more efficient heating system at both campuses and window replacement. Two new buses were also purchased as part of the bonding project.

Position Requirements

The Joseph City Unified School District Governing Board seeks an experienced leader who is energetic, professional, and possesses moral character. The successful candidate should be a skilled, experienced educational professional with a strong background in facilitating positive school leadership and will have the skills necessary to continue the District's pursuit of excellence while remaining focused on improving services and outcomes.

The Governing Board understands that candidates are likely to possess traits and skills from all four degrees and seeks an individual who demonstrates the "best fit" for the needs of the community.

Position Requirements:

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

The Governing Board Seeks a Superintendent Who:

- Is committed to the well-being and academic success of all students as the major factor in District decisions
- Has experience working with diverse populations in a multi-cultural, multi-language, second language learning environment
- Demonstrates excellent interpersonal skills that facilitate accessibility to staff, parents, and community members
- Is enthusiastic about student-centered programs and activities, is committed to the growth of every child as a student and as a person, and has been successful in the implementation and development of programs that meet the needs of every child
- Has experience in curriculum planning and instruction, is dedicated to the implementation of programs that enhance student learning and instruction, and has experience and/or knowledge in coordinating or directing staff development.
- Is knowledgeable of current Arizona State Standards, State assessment protocol, and State Statutes
- Models high expectations and holds others to the same standards in accountability, honesty, integrity, accessibility, involvement and commitment to the District and community.
- Exhibits sensitivity for diverse views and opinions
- Has a management style that deals with complex problems in a rational, consistent and fair manner
- Has a willingness to become an active and contributing member of the District and community
- Has effective oral/written communication skills, which facilitate interaction with the schools and community
- Has experience and knowledge in school law, finance, fiscal planning, federal programs, grant writing, and district operations such as facilities, transportation and food service
- Will work collaboratively with diverse cultural and ethnic backgrounds and be sensitive to interpersonal relationships
- Values staff opinions, ideas and engages staff and community in the development of District goals
- Must be a leader with a passionate vision of education for the future

www.azsba.org

Deadline to apply is March 16, 2026

Salary and Contract Terms

The salary range for this position is \$90,000 - \$120,000.

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: josephcityschools.org

County website: www.navajocountyaz.gov



Search Timeline

Staff & Community Forum: Jan. 29, 2026

Initial Meeting with Board to determine scope of search: January 12, 2026

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

Community Leadership Profile Survey: Jan. 19-Feb. 6, 2026

Deadline for Applications (12:00 p.m. AZ time): March 16, 2026

Applicant Screening with Governing Board: Mar. 27, 2026

First Round Interviews: Apr. 8, 2026

Finalist Interviews, Site Visits and Meet & Greet Q&A: Apr. 17, 2026*

Governing Board Approves New Contract: TBD

Incoming Superintendent Assumes Duties: July 1, 2026

**Subject to Change*