

The Pearce Elementary School District Governing Board is seeking a Superintendent/Elementary Principal

Location: Pearce, Arizona

Enrollment: 150

Salary: \$75,000 - \$90,000 annually plus benefits

Work Year: 12-month

Start Date: July 1, 2026

Mission Statement:

To provide a welcoming and safe learning environment that prepares all students to be productive, independent, and self-sufficient citizens.

The Position:

The Superintendent/Principal works closely alongside instructors and staff to ensure cohesive direction, strong instructional practices and responsive student support. This position also serves as primary liaison to the Pearce Elementary School District Governing Board. Responsibilities include attending and supporting Governing Board operations and meetings, ensuring clear communication and alignment between the school's leadership and its governing board. The successful candidate must hold or qualify for an administrator certificate or be in the process of obtaining it. Official transcripts will be requested to be provided prior to formal interviews.

Qualifications:

Leadership:

- Visible, engaged leader within the school and broader community.
- Builds strong, collaborative relationships with staff, families and community partners.
- Articulates and leads a clear, student-centered vision focused on continuous improvement and academic growth.

Administrative & Instructional Experience

- Shows documented success as an educational leader with classroom and administrative experience.
- Demonstrates a commitment to measurable outcomes and accountability while establishing processes that support ongoing staff improvement.

- Values and respects the contributions of all staff.
- Applies innovation and sound judgment to problem-solving and district improvement.
- Strong understanding of school finance, budgeting, and resource management.
- Builds effective partnerships with families, community agencies, and educational organizations.
- Oversees facilities, maintenance and transportation.

Communication & Professional Practice

- Communicates clearly and effectively across audiences and platforms.
- Demonstrates transparency, accountability and approachability.
- Builds trust and works effectively with the Governing Board.
- Models high standards of personal and professional integrity.
- Commits to visibility, collaboration, and relationship building in a small, rural community.
- Manages priorities and deadlines effectively with minimal oversight.

View this posting at <https://www.azjobconnection.gov/jobs/7403156>

or to apply, please send resume and cover letter to rstclair@pearceschool.org.