



Giovanni H. Annous, Ed.D.

Upper Lake Unified School District Upper Lake, California

INTRODUCTION

Dr. Giovanni H. Annous is the Superintendent of the Upper Lake Unified School District in Upper Lake, California. The district, nestled in scenic Lake County, is known for its small-school charm, strong community ties, and commitment to equity and student success. It serves a diverse population across elementary, middle, and high schools, as well as alternative education programs.

Dr. Annous's extensive background in education and leadership has made him a driving force for positive change. His emphasis on innovation, student well-being, and academic achievement has earned him recognition statewide, including being named the 2023 California Superintendent of the Year by the Small School Districts' Association.

Education

Dr. Giovanni H. Annous holds a Bachelor of Science in Electrical, Biomedical, and Clinical Engineering from California State University, Long Beach. He earned two Master of Science degrees—one in Education with a focus on Curriculum and Instruction, and another in Educational Administration. He completed his Doctorate in Educational Leadership at the University of La Verne. Dr. Annous's extensive educational background has equipped him with a diverse skill set, including expertise in curriculum development, educational leadership, and instructional design. His academic achievements reflect his commitment to lifelong learning and academic excellence.

Experience

Dr. Giovanni H. Annous's distinguished career in education encompasses a broad range of impactful roles spanning over three decades. He began his career as a middle school teacher and department chair in the Fontana Unified School District, where he developed a science curriculum and initiated a social-emotional learning (SEL) program. He rose through the administrative ranks, serving as Assistant Principal and then Principal of Fontana Middle School, where he led dramatic academic and behavioral improvements. He later served as Principal of Eric Birch High School and Rim of the World High School, guiding both campuses through critical transitions and instructional reform.

In 2015, he became Superintendent of Rim of the World Unified School District, where he led district-wide transformation, strategic planning, and community engagement. In 2017, he was selected to lead the newly unified Upper Lake Unified School District. There, he has overseen significant organizational restructuring, facilities development, and instructional innovation. His leadership has made ULUSD a model for rural educational success in California.

Outstanding Achievement(s)

Dr. Annous has an extensive record of achievements, including passing multiple bond measures that funded a new kindergarten complex, a multimedia student center, and a Career Technical Education (CTE) Complex. He founded the Northshore Youth Club, a nonprofit organization that serves over 1,000 students with programs in athletics, arts, academics, and outdoor education, contributing to a 16% increase in district enrollment.

Under his leadership, ULUSD significantly improved academic outcomes and employee compensation while increasing budget reserves from 4% to 22%. His work earned him the 2023 California Superintendent of the Year award from the Small School Districts' Association and the 2021 ACSA Region 4 Superintendent of the Year Award. Despite these recognitions, Dr. Annous remains grounded, stating that his most meaningful accomplishment is "building systems and creating opportunities that empower students and staff to thrive."

AN INTERVIEW

Tell us about how you see today's superintendent.

"Today's superintendent must be more than just an instructional leader—they're responsive leaders, navigating a complex world where strategic vision, emotional intelligence, and community connection are just as vital as academic excellence. We're called to lead with heart and purpose, balancing the demands of equity, politics, and financial stewardship to create resilient, thriving school systems."

What new understandings did you acquire after two or three years on the job?

After a few years on the job, I gained a deeper understanding of the transformative power of aligned leadership, strategic planning, and community engagement. I realized that actual systemic change comes from investing in people—empowering staff, inspiring students, and building strong partnerships. I learned that cultivating a shared vision, paired with fiscal responsibility, building relationships, and innovative programming, creates sustainable success and turns a school district into a destination for 21st-century learning.

Share an idea to use or something you've learned with your colleagues.

"Best working conditions equate to a better learning environment."

Submitted by:

Dr. Giovanni H. Annous

Name/Signature

05/30/2025

Date