

Desired Characteristics of Superintendent

Superintendent of Schools Fort Bend Independent School District, Texas

After receiving input from administrators, Board Trustees, community, faculty, parents, students, and support staff, the Fort Bend Independent School District Board seeks an **innovative** individual, who has had successful experience as an **instructional leader** in a uniquely **diverse** school district, with a track record of success in closing achievement gaps to be its next superintendent.

The selected candidate will be a **visible and approachable large school district leader**, who is a continuous **learner** about the district, **building and unifying teams**, especially in the development of a team relationship with the Board as a Team of 8. The Board seeks someone who is **honest** and is a **transparent communicator** who **listens** carefully and uses a **collaborative process** for decision-making and problem solving. This individual should be a **people person** who strategically approaches the human resources function of the school district aimed at developing and retaining an outstanding diverse staff.

The Board of the Fort Bend Independent School District is looking for a **visionary** superintendent who recognizes the importance of inclusion of the Board, stakeholders and staff in the process of formulating and implementing a vision within a **sound understanding** of the **fiscal** and instructional **operations** of a district like Fort Bend ISD.

Further, the Fort Bend Independent School District seeks a Superintendent who has a record of demonstrating the following research proven competencies of an effective superintendent:

- Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- Provide transparent communication (CE)
- Understand and be sensitive to the needs of a diverse student population (TL)
- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators (CE)
- Establish a culture of high academic expectations for all students (VV)
- Establish a culture of high performance expectations for all personnel (VV)
- Effectively plan and manage the long-term financial health of the District (M)
- Be visible throughout the District and actively engaged in community life (CE)
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies. (TL)

Approved by Fort Bend Independent School District Board on April 26, 2021