



Austin Independent School District Seeks a Superintendent Who:

- ... is able to lead a large organization dedicated to achieving ambitious goals that will increase student achievement across all demographic groups, with a track record of making strategic decisions that consider both immediate needs and long-term goals and of creating systems and budgets to ensure long-term success.
- ... has demonstrated leadership and success in processes that center equity, inclusion, and diversity, including diversity of race, socioeconomic status, ability, language, and other measures that are important factors for success.
- ... inspires trust and models high standards of integrity and ethical behavior and creates a safe environment for students and staff.
- ... promotes a positive, collaborative, and professional environment for employees, students, and families and has demonstrated a history of balancing knowledge and community feedback to bring consensus in making informed decisions.
- ... is inquisitive, engaged, approachable, and inclusive leader who possesses excellent people skills with an ability to gather input and make decisions that put students first while recognizing the importance of creating positive working conditions for the adults who serve our students.
- ... is an effective, authentic, and transparent communicator with strong listening skills and a track record of creating positive school, family, and community relations.
- ... ensures and inspires a culture that believes in and achieves high academic standards for all students and uses data to address the achievement gaps that exist between student groups and academic excellence resulting from racism, classism, xenophobia, and other expressions of historic and current discrimination.
- ... has a strong commitment to sustaining and strengthening, equitable access to, and systemic alignment of, whole child programming such as: fine arts, physical education, career and technical education, social and emotional learning, and co-curricular activities
- ... a leader with the skills necessary to understand and navigate a challenging public education funding landscape and to advocate effectively for Austin ISD with both local and statewide governments.
- ... has experience creating and sustaining strong systems and services for Special Education and Multilingual Education.
- ... is dedicated and committed to a long tenure in Austin.
- ... has experience and demonstrated strategies to improve teacher and staff morale and retention.

Committed to our clients by recruiting and supporting educational leaders.