



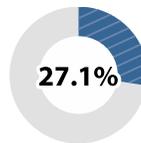
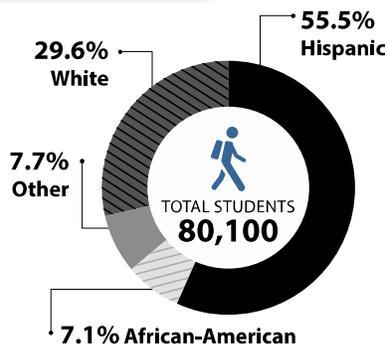
Austin ISD Superintendent Leadership Profile

Austin ISD serves more than 80,000 scholars across a diverse community of schools in one of the most vibrant cities in the country. AISD is rich in tradition driven by a passion for equity and opportunity. U.S. News and World Report recently named Austin the best place to live in the country.

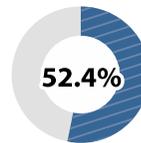
The district is a proud partner to world-renowned universities and innovative enterprises. Austin ISD aims to prepare every student with the knowledge and skills to thrive in college, career, and life. The district is Austin’s home for inclusive learning with high expectations for all children and high outcomes for every student. AISD is committed to providing educational equity for all students.

Every child, every day.

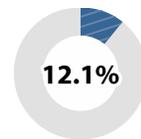
Our Students



21,707 English Learner



41,972 Economically Disadvantaged



9,692 Special Education

Points of Pride

Graduation Rate
92.3%

AISD students **SCORED ABOVE** the state and national average on ACT and SAT

U.S. News and World Report ranks **THREE AISD HIGH SCHOOLS** among the **BEST** in the nation

The Texas Education Agency has awarded **123** Distinction Designations for Outstanding Performance to **51 AISD schools**

7 Early College High Schools and expanded Career Launch opportunities



Points of Pride continued...

Named one of the Mayor's Health and Fitness Council's **Healthiest Workplaces** in Austin



Social & Emotional Learning in **every** AISD Classroom



230
National Board Certified Teachers
—the most of any district in the state of Texas

AISD is the largest school district in the nation to earn the Anti-Defamation League's **"No Place for Hate"** designation



130
Campuses

85 Elementary

18 Middle

17 High

10 Other Campuses



57 Dual Language Campuses
More than 90 Languages spoken

Our Programs

Austin ISD offers a variety of robust educational opportunities at every level to meet each student's unique learning interests. The listings below offer a way to learn more about a few of our programs:

[Career Launch](#)

[Creative Learning Initiative](#)

[Digital Media](#)

[Dual Language](#)

[Early College High School Program](#)

[Early College Prep Middle Schools](#)

[Fine Arts Academies](#)

[International Baccalaureate/Middle Years Program](#)

[Magnet Programs](#)

[MicroSociety](#)

[Social and Emotional Learning](#)

[Single-Gender Campuses](#)

[Science, Technology, Engineering and Math](#)

[World Languages](#)



Qualifications

The information provided below is a culmination of the input gathered by holding approximately 80 community meetings, representing over 2,000 individuals in providing the qualification requirements for the next Superintendent of Schools for the Austin ISD.

- A proven leader who has served in a large, complex organization with preferably five (5) or more years of experience serving as an executive-level leader (Doctoral Degree preferred);
- Expertise and knowledge in academic policy and pedagogy and its impact on student academic achievement (teaching and campus administration preferred);
- A track record of successfully seeking and implementing best practices to maximize the success of the entire organization with an emphasis on raising the academic achievement of all students;
- Ability to communicate authentically and work collaboratively alongside the School Board, to understand and adapt communications to the needs of different audiences, including a diverse body of students, teachers, staff, administrators, parents, and community to build a climate of transparency, mutual trust, respect and cooperation;
- An unwavering commitment and dedication to supporting and growing a culture of equity and inclusion across a diverse district and community setting;
- A bold and visionary leader equipped to make difficult decisions and lead in challenging times;
- A successful record of implementing systems-based practices to address current and future demands as the district's leader (i.e.; crisis management, nutrition, technological outputs, school safety, modernization of facilities, etc.);
- A leader who embraces and advances the district's innovative programs including but not limited to Social Emotional Learning (SEL), the district's Creative Learning Initiative (CLI), the district's dual language program, early childhood education and the district's early college high school programs;
- Demonstrated expertise using qualitative and quantitative disaggregated data to inform resource allocation and to normalize high achievement for all student groups;



- A commitment to strengthen the district's practice and performance in serving students with special needs including students with cognitive and developmental disabilities, learning differences and/or learning challenges;
- A team builder who has the management style and interpersonal skills to hire, develop, motivate and maintain a highly effective executive team and who can set clear expectations and delegate authority while remaining knowledgeable and accountable for the district's overall progress and activities;
- Knowledgeable in budget management and the Texas school finance system and adept at legislative and local government engagement and advocacy.

Requirements

Candidates must have or be qualified to obtain the Texas Superintendency Certificate. To receive the standard Superintendent Certificate, candidates must hold, at a minimum, a principal certificate or the equivalent issued under this title or by another state or country. Questions regarding certification should be directed to the Texas Education Agency; please contact (512) 463-9734.

Selection Process

All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by the law. After all applications are reviewed and preliminary interviews are conducted by JG Consulting, the names of the candidates will be presented to the AISD Board of Trustees for its consideration to conduct additional interviews. The first and final rounds of interviews will be in closed session with the Board of Trustees. The sole finalist will be named end of July. There is a minimum 21 Day waiting period required by law before the candidate can enter into a contract once he or she is announced as the sole finalist.

Application Materials

All interested and qualified candidates wishing to be considered for the position should submit an application online that includes:

- Letter of Interest;
- Current Resume;



- List of References;
- College/University Transcripts;
- Copies of the “Verification Forms”

Salary and Benefits

The salary range is **\$XXX,XXX** including a comprehensive benefits package. The final salary for the successful candidate will be negotiated and commensurate with experience and qualifications determined by the Board of Trustees.

For more information, please visit: <https://www.austinisd.org/board/superintendent-search>