



Austin Independent School District Seeks a Superintendent Who:

- ... is able to lead a large organization dedicated to 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 to ensure long-term success.
- ... has demonstrated leadership and success in processes that center equity, inclusion, and create a safe environment for diversity, including diversity of race, socioeconomic need, 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, uses data to address the achievement gap in alignment with our values, and supports strength across many programs.
- ... 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 the experience and demonstrated strategies to improve teacher and staff morale and retention.