



**Fort Worth Independent School District  
Fort Worth, Texas**

**SUPERINTENDENT POSITION DESCRIPTION**

HYA is assisting the Fort Worth Independent School District in Fort Worth, Texas, as it offers an excellent opportunity to lead a district alongside a board that is committed to improving student outcomes.

The superintendent leads a staff of 10,000 and serves the varied educational needs of approximately 76,000 students in 82 elementary schools, 24 middle schools and 6<sup>th</sup> grade centers, 21 high schools, and 16 other campuses. Fort Worth ISD enjoys a diverse student population and strong community partnerships.

The Fort Worth ISD Board of Trustees seeks a courageous, student-oriented instructional leader, who has demonstrated successful leadership in a large, diverse urban district. The next superintendent must be prepared to advance this district to its next level of excellence while closing opportunity gaps.

This individual shall be a strategic leader with a collaborative approach to developing and implementing the vision of the district. The ideal individual will work in a strong team-relationship with the Board of Trustees, and must demonstrate a sound understanding of the business and operations aspects of a district like Fort Worth ISD.

The selected candidate will be a visible and approachable individual who is a transparent communicator. The District seeks a person of known honesty and integrity who is willing to commit to a lengthy tenure in Fort Worth.

Furthermore, the Fort Worth Independent School District seeks an individual who has a record of demonstrating the following research-proven competencies of an effective superintendent:

- Fosters a positive, professional climate of mutual trust and respect among faculty, staff and administrators.
- Recruits, employs, and retains effective personnel throughout the District and its schools.
- Establishes a culture of high expectations for all students and personnel.
- Understands and is sensitive to the needs of a diverse student population.
- Provides transparent communication.
- Will be visible throughout the District and actively engaged in community life.
- Provides a clear, compelling vision for the future.
- Demonstrates a deep understanding of educational research and emerging best practices.
- Implements effective strategies to ensure academic success for diverse racial, cultural, and socio-economic groups,

The Board will offer a regionally competitive compensation package. Screening begins in June and July with the slate presented to the Board in August. Dr. Kent Scribner is retiring after a tenure of 7 years serving as Superintendent and will work through a transition for the new superintendent, who is expected to begin in September of 2022.

For additional information visit [www.fwisd.org](http://www.fwisd.org)

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|-------------------|----------------|--|
| Rick Berry        | (713) 598-0429 | <a href="mailto:richardberry@hyasearch.com">richardberry@hyasearch.com</a>         |
| Constance Collins | (847) 533-0209 | <a href="mailto:constancecollins@hyasearch.com">constancecollins@hyasearch.com</a> |
| Peter Flynn       | (815) 275-9961 | <a href="mailto:peterflynn@hyasearch.com">peterflynn@hyasearch.com</a>             |
| Carmella Franco   | (562) 244-3881 | <a href="mailto:carmellafranco@hyasearch.com">carmellafranco@hyasearch.com</a>     |
| Jim Largent       | (903) 721-4660 | <a href="mailto:jimlargent@hyasearch.com">jimlargent@hyasearch.com</a>             |
| Nola Wellman      | (512) 626-7770 | <a href="mailto:nolawellman@hyasearch.com">nolawellman@hyasearch.com</a>           |

**Office: 1475 E. Woodfield Road, 14th Floor, Schaumburg, IL 60173 847.724-8465**