

Desired Characteristics of Superintendent

Superintendent of Schools Fort Worth Independent School District, Texas

After receiving input from administrators, Board Trustees, community, faculty, parents, students, and support staff, the Fort Worth Independent School District Board seeks a **courageous, student-oriented instructional leader**, who has **demonstrated success** in a diverse school district and holds a track record of success in closing opportunity gaps, to be its next superintendent.

The selected candidate shall be a **visible and approachable large school district leader**, who is a **transparent communicator**. The District seeks a person of known **honesty** and **integrity**, willing to commit to a **lengthy tenure** in Fort Worth.

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 operational aspects** of a district like the Fort Worth ISD. Further, the 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,
- **Approved by consensus at the Fort Worth Independent School District Board Meeting on June 14, 2022**