

BUCKHOLTS ISD SUPERINTENDENT SELECTION CRITERIA

The following criteria will be used to screen, evaluate, and select a new superintendent for the Buckholts ISD. The Board would like to thank the students, parents, staff, and community members who provided input to the Board.

Commitment to Public Education

Candidate must demonstrate a deep, personal commitment to public education that puts students' needs first.

Commitment to Raising Student Achievement

Candidate must possess the skills to ensure that the entire school district works effectively to improve achievement for all students, to push excelling learners to the next level, and to prepare every student for success after graduation. Candidate must support the belief that student achievement is about more than just standardized test scores.

Demonstrated Experience Closing the Achievement Gap

Candidate must believe that every child can and will succeed regardless of his/her circumstances and must possess the skills to create the conditions where this happens within the District. Candidate should be able to articulate strategies for and demonstrate results where Candidate eliminated systemic inequities that impaired a student's ability to succeed. Candidate should be experienced in curriculum development and accountability, and be prepared to institute and maintain vertical alignment in grades PreK through 12th.

Commitment to Community Engagement

Candidate must have the predisposition, desire, and ability to proactively engage students, parents, teachers, principals, support staff, local governments, education-related organizations, minority representatives, the business community, and various community stakeholders in authentic dialogue and partnerships. Candidate must demonstrate a willingness to understand the particular culture of the District. Candidate should possess the courage to make decisions that move processes forward.

Strong Community Leader

Candidate must possess excellent interpersonal, communication, and political skills to assume an active leadership role in the city, state, and region on funding, infrastructure, and other education-related issues. Candidate must effectively serve in partnership with the Board of Trustees as ambassador for the school district and for public education in Texas.

Strong Administrative Leader

Candidate must possess excellent management skills with experience in handling personnel management, including the hiring process, appraisals, grievances, and related personnel matters. Candidate must have commitment to ensuring accountability throughout the District, from students to administration.

Experience with Diverse Populations

Candidate must demonstrate experience embracing and promoting equity and diversity. Candidate should have a record of successfully engaging diverse racial, economic, and multi-cultural communities as partners in meeting the challenges faced by a rural school district. Candidate should be able to articulate strategies for and demonstrate prior success in increasing parental involvement.

Experience Leading and Managing a Complex Organization

Candidate must possess at least five years of executive-level experience directing operations in a collaborative manner that creates and maintains a healthy learning organization, develops internal staff capacity, and inspires trust at all levels. Candidate's experience should also include data-driven decision-making. Candidate must embrace the District's Improvement Plan, lead effective implementation of current initiatives, and engage stakeholders in future strategies. Candidate must work to maintain a healthy and close partnership with the elected school board; support the work of teachers, principals, and staff at each school; and work effectively with employee associations.

Fiscally Responsible

Candidate must be a responsible steward of taxpayer dollars and have a demonstrated record of fiscal responsibility and operational oversight that assures accountability for results at all levels.

Required Education

Candidate must have a master's degree in education; an earned doctorate is preferred.