

## SAN ANTONIO INDEPENDENT SCHOOL DISTRICT SUPERINTENDENT POSITION PROFILE

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The San Antonio Independent School District (SAISD) is seeking to hire the best superintendent that can lead the transformation of SAISD into a national model urban school district where every child graduates and is educated so that he or she is prepared to be a contributing member of society.



The district is situated in the heart of San Antonio with its rich historical heritage and vibrant culture. SAISD serves over 54,000 students in 99 schools, and has over 7,600 employees. The annual operating budget is 481.7 million dollars. The student population of SAISD is 91% Hispanic, 6.5% African American, 1.9% white, .3% multiracial, and .1% Native American or Pacific Islander. In 2011-12, the district attendance rate was 95%, and the district completion rate was 86.7%.

The Board of Trustees, a seven member elected body, recently approved the following SAISD Mission Statement and District Mission Performance Measures.

SAISD Mission Statement: To transform SAISD into a national model urban school district where every child graduates and is educated so that he or she is prepared to be a contributing member of society.

District Mission Performance Measures:

*Increase:*

- District graduation/completion rates
- District enrollment
- Number of Merit Scholars
- Number of students taking SAT, ACT, and AP exams
- Scores on SAT, ACT, and AP exams
- Number of students prepared for the workforce, college, or military service
- Number of students achieving elementary, middle, and high school milestones
- Participation in school life

*Decrease:*

- Number of dropouts
- Number of discipline referrals
- Number of incident reports
- Number of teenage pregnancies

*Other measures:*

- Recruit and retain high quality teachers
- Provide a safe and secure environment for students
- Provide a strong focus on character development and civic responsibility

- Put SAISD on a level playing field with alternative school choices through flexibility, innovation, etc.

## **SUPERINTENDENT CANDIDATE**

The candidate must work with the Board of Education and embrace the newly adopted mission and performance measures. He or she must possess the knowledge, leadership skills, and urban experience necessary to successfully lead transformation of SAISD.

The successful candidate should possess the following qualities, skills, and experiences:

- A strong instructional leader who puts children first, holds high expectations for all students, parents, teachers, staff, and administrators, has a proven track record of increasing academic achievement, and promotes joy in teaching and learning.
- Demonstrated experience and leadership skills necessary to develop and implement a plan to successfully lead organizational transformation and a true reinvention effort.
- A strong communicator and relationship-builder who is confident, approachable, and humble, and who is highly visible on school campuses, in district departments, and in the community.
- A dynamic leader who can create a community view of SAISD as the most innovative, caring and high-achieving district of choice for students and parents, and the employer of choice for the best and most competent educators.
- Has a clear, far-reaching vision for the leadership role of SAISD in moving the entire city of San Antonio forward and can develop a more highly-skilled workforce, partnering with others for economic development, while being an active and involved strategic partner with all San Antonio community agencies, non-profit organizations, businesses, and institutions of higher learning.
- Willing to look at different models in education and consider them for creative implementation in SAISD.
- Experience in helping district schools compete effectively with charter schools through more competitive curriculum and activity offerings, effective marketing, timely application/enrollment procedures, flexibility and innovation.
- Success in getting parents more involved in their children's education, and success in making parents feel more welcome in schools and district offices.
- Demonstrated success in the involvement of teachers in all levels of the decision-making process.
- Clearly respects and embraces diversity and demonstrates the ability to interact effectively with diverse populations and community groups.
- Politically aware and possesses a proven track record of working effectively with elected officials at the city, state, and national levels.
- Demonstrated ability to work collaboratively with the Board of Education and sustain a positive working relationship.
- A transparent leader who inspires trust, listens to stakeholders, demonstrates honesty and fairness, and is clearly guided by a moral compass of observable core beliefs.
- Possesses excellent management skills, especially in budgeting, finance, and capital improvements.
- Holds self and others accountable for effectiveness and efficiency.
- Bilingual preferred, able to communicate effectively in English and Spanish.

Application Criteria:

1. The superintendent will have seven or more years of successful administrative experience managing people in a leadership position.
2. Successful experience as a superintendent in a diverse Pre-K-12 urban school district is preferred.
3. Prior superintendent experience is preferred, however the board is willing to consider non-traditional candidates for this position.
4. A valid superintendent certificate or comparable certification or endorsement.
5. Salary range is comparable to similar size districts and is negotiable with the Board depending on experience and qualifications.
6. Candidate must relocate into the school district or be a current resident of the district.
7. A terminal degree in the candidate's area of expertise is desirable.

The San Antonio Independent School District encourages all qualified candidates to apply by the deadline of **December 10, 2012**. The board prefers candidates who are prepared to make a long term commitment to the district. For more information and to apply, contact:

Gary Solomon, Lead Recruiter

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