

Desired Characteristics

Superintendent of Schools Ector County Independent School District, Texas

After seeking input from administrators, community members, faculty, parents, students, and support staff, the Ector County Independent School District Board of Trustees seeks an individual who is student-focused leader who has a successful track record as a top leader in a diverse school district. This honest and open communicator will be visible and approachable in the district and the community it serves. ECISD's next superintendent will have successful experience as a leader in a diverse school district with a track record of increasing student achievement and will bring a sense of urgency to the work, while making a commitment to stay in our district for an extended period of time.

In addition, the selected candidate will be a builder of relationships and teams, forming and enhancing partnerships in the community and the district, especially in the developing of a Team of 8 with the Board of Trustees. Guided by a deep sense of integrity and a passion for education and students we seek a strategic thinker and implementer who understands the two-way nature of accountability and therefore seeks a collaborative approach with staff and community in developing and executing the mission, vision and goals of the district.

The Board of Trustees of Ector County Independent School District is looking for a trusting and trustworthy educator, who is adept at recruiting, hiring, developing and retaining quality staff to capably assist with the work of the district. The successful applicant for this position will listen to staff in the process of analyzing quantitative and qualitative data to make and recommend decisions in a way that expresses a caring nature for students and all stakeholders.

Further, the Ector County Independent School District seeks a Superintendent who has a proven track record of demonstrating the following competencies ...

- Recruit, employ, and retain effective personnel throughout the District and its schools
- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators
- Establish a culture of high expectations for all students and personnel
- Effectively plan and manage the long-term financial health of the District
- Provide transparent communication
- Understand and be sensitive to the needs of a diverse student population.
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies.

Consented to by Ector County Independent School District Board of Trustees 01.22.19