

FORT WORTH IS D Superintendent Search Leadership Profile Presentation

FORT WORTH, TEXAS
June 14, 2022











Superintendent Search Team

Rick Berry, Senior Associate
Constance Collins, Senior Associate
Peter Flynn, Senior Associate
Carmella Franco, Senior Associate
Jim Largent, Associate
Nola Wellman, Senior Associate









Leadership Profile Report

MEETING OBJECTIVES:

Trustees of the Board will:

- have detailed knowledge about the process and outcomes of the community engagement activities
- finalize and approve the Leadership Profile of Desired Characteristics Superintendent Position Description
- Questions Anytime

Leadership Profile Report

Here is what has happened in the last 47 days!

- PLANNED THE SEARCH & COMMUNITY ENGAGEMENT
- DISTRICT RESEARCH
- INVITATIONS TO PARTICIPATE
- POSTED and ANALYZED THE SURVEY
- CONDUCTED INTERVIEWS and MEETINGS
- DATA COMPILATION AND ANALYSIS
- REPORT PREPARATION and PRESENTATION

Leadership Profile Report

DISTRICT RESEARCH

- CONSULTANTS STUDIED PUBLICLY AVAILABLE INFORMATION
 INVITATIONS
 - EXTENDED BY
 - BOARD PRESIDENT, TOBI JACKSON
 - KAREN MOLINAR and STAFF
 - ON BEHALF OF BOARD

KAREN MOLINAR, BARBARA GRIFFITH, JENNIFER LOPEZ and STAFF

INTERVIEWS and MEETINGS IN PERSON/VIRTUAL

FORT WORTH ISD Leadership Profile Report Online Surveys* MAY 7-27, 2022

Superintendent Profile and State of the District Survey Completed by 1,942 Staff and Stakeholders

- 29.8% percent of respondents were Teachers (579)
- 516 Parents
- 272 Support Staff
- 239 Community
- 183 Students
- 153 Administrators

(ALL EIGHT BOARD TRUSTEESS TOOK THE SURVEY OFFLINE)

FORT WORTH ISD Leadership Profile Report SURVEY- STATE OF THE DISTRICT

Superintendent Profile and State of the District Survey
Overall Respondents to the Online Survey selected the following as strengths of the district:

- Technology is integrated into the classroom. (TL)
- The District engages with diverse racial, cultural and socioeconomic groups. (CE)
- The District employs effective teachers, administrators and support staff in its schools. (M)
- Teachers personalize instructional strategies to address individual learning needs. (TL)
- Employees are held accountable to high standards. (M)

FORT WORTH ISD Leadership Profile Report SURVEY- STATE OF THE DISTRICT

Superintendent Profile and State of the District Survey Board Trustees responding to the Survey selected the following as strengths of the district:

- The District makes decisions based on information from data and research. (VV)
- The District is working to close achievement and opportunity gaps. (VV)
- The District engages with diverse racial, cultural and socio-economic groups.(CE)
- The District is fiscally responsible. (M)

FORT WORTH ISD Leadership Profile Report SURVEY- LEADERSHIP COMPETENCIES

Superintendent LEADERSHIP COMPETENCIES

Top-rated Competencies – All respondents selected:

- Foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators (CE)
- Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- Establish a culture of high expectations for all students and personnel (VV)
- Understand and be sensitive to the needs of a diverse student population (TL)
- Provide transparent communication (CE)

FORT WORTH ISD Leadership Profile Report SURVEY- LEADERSHIP COMPETENCIES

Superintendent LEADERSHIP COMPETENCIES

The Board also selected the following competencies:

- Be visible throughout the District and actively engaged in community life. (CE)
- Provide a clear, compelling vision for the future. (VV)
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies.(TL)

FORT WORTH ISD Leadership Profile Report COMMUNITY ENGAGEMENT

Listening Sessions

- Strengths of the District
- Challenges of the District
- Characteristics of the Next Superintendent
- What would attract someone- FORT WORTH ISD
- Names of Possible Candidates

FORT WORTH ISD Leadership Profile Report COMMUNITY ENGAGEMENT

Listening Sessions

•	BOARD INTERVIEWS -	8 Meetings,	8 People
•	<u>ADMINISTRATORS</u> -	6 Meetings,	112 People
•	<u>COMMUNITY</u> -	7 Meetings,	45 People
	- COMMUNITY	1:1 29 PHONE CALLS	29 People
•	FACULTY/STAFF	6 Meetings,	103 People
•	<u>PARENTS</u> -	18 Meetings,	209 People
•	STUDENTS -	1 Meeting,	55 People
		75 MEETINGS/CALLS	561 PEOPLE!

FORT WORTH ISD Leadership Profile Report Data Analysis LISTENING SESSIONS

ATTRIBUTES

- Relationship/Team Builder 3
- Courage 2
- Longevity 2
- Integrity 2
- Honesty 3
- Transparent 3
- Student oriented (focused) 2

FORT WORTH ISD Leadership Profile Report Data Analysis LISTENING SESSIONS

EXPERTISE and EXPERIENCE

- Communicator (6)
- Board Relations/Expertise 2
- Strategic Leader 2
- Instructional Leader-4 Education/ Operations

FORT WORTH ISD Leadership Profile Report Data Analysis LISTENING SESSIONS

ADMINISTRATIVE STYLE

- Collaborative 4
- Visible/Approachable 4

SURVEY DATA + LISTENING SESSIONS

DESIRED CHARACTERISTICS DRAFT

Top overall competencies selected on the Online Survey and the survey of the Board:

- Foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators (CE)
- Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- Establish a culture of high expectations for all students and personnel (VV)
- Understand and be sensitive to the needs of a diverse student population (TL)
- Provide transparent communication (CE)
- Be visible throughout the District and actively engaged in community life. (CE)
- Provide a clear, compelling vision for the future. (VV)
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies.(TL)

<u>Attributes</u>
Relationship/Team Builder
Courage
Longevity
Integrity
Honesty
Transparent
Student oriented (focused)
Integrity Honesty Transparent

Expertise and Experience
Communicator
Board Relations/Expertise
Strategic Leader
Instructional Leader
Education/Operations

Style Collaborative Visible/Approachable

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 had experience in a diverse school district, with a track record of success in closing achievement 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 Board seeks someone who is known as a person of **honesty** and **integrity** and is 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 candidate shall work in a strong **team relationship with the Board of Trustees** demonstrating a sound understanding of the **business and operational aspects** of a district like Fort Worth ISD.

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

- Foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators.
- Recruit, employ, and retain effective personnel throughout the District and its schools.
- Establish a culture of high expectations for all students and personnel.
- Understand and be sensitive to the needs of a diverse student population.
- Provide transparent communication.
- Be visible throughout the District and actively engaged in community life.
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Presented to the Fort Worth Independent School District Board on June 14, 2022

Desired Characteristics of Superintendent

Superintendent of Schools
FORT WORTH Independent School District, Texas

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Desired Characteristics of Superintendent continued

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

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- Foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators.
- Recruit, employ, and retain effective personnel throughout the District and its schools.
- **♦** Establish a culture of high expectations for all students and personnel.
- Understand and be sensitive to the needs of a diverse student population.
- **♦** Provide transparent communication.
- **♦** Be visible throughout the District and actively engaged in community life.
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Desired Characteristics of Superintendent

Superintendent of Schools

Fort Worth Independent School District, Texas

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Recruit, employ, and retain effective personnel throughout the District and its schools.

Establish a culture of high expectations for all students and personnel. Understand and be sensitive to the needs of a diverse student population.

Provide transparent communication.

Be visible throughout the District and actively engaged in community life.

Provide a clear, compelling vision for the future.

Demonstrate a deep understanding of educational research and emerging best practices and implement strategies.

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 a series of initiatives that will redesign, transform and revitalize Fort Worth ISD Schools.

The superintendent shall serve the varied educational needs of approximately 76,000 students in 82 elementary schools, 24 middle schools and 6th 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 district necessary to advance this district to its next level of excellence while closing achievement gaps.

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- ◆ Understand and be sensitive to the needs of a diverse student population.
- ◆ Provide transparent communication.
- ◆ Be visible throughout the District and actively engaged in community life.
- ◆ Provide a clear, compelling vision for the future.
- ◆ Demonstrate a deep understanding of educational research and emerging best practices and implement strategies.

It is expected that a regionally competitive compensation package will be offered. 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

To apply: www.hyasearch.com

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FORT WORTH Independent School District SUPERINTENDENT SEARCH Additional Issues or concerns?

TRUST THE PROCESS



Questions & Answers

TRUST THE PROCESS

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