

SUPERINTENDENT SEARCH PLANNING

The logo consists of the letters 'WG' in a black, serif font, centered within a bright yellow circle. This yellow circle is itself centered within a larger, semi-transparent gray circle.

WG

MARCH 10, 2022

Timeline

Date/Time	Action
Wednesday, March 10	Planning session <ul style="list-style-type: none">• Finalize search process including options for community input• Finalize projected timeline• Develop applicant profile• Discuss background checking
Monday, March 14	Application opens
March 28-April 22	Community engagement process
Monday, April 25	Application closes at 5:00 p.m.
Wednesday, May 4	<ul style="list-style-type: none">• Board reviews up to 20 applicants identified by Education Consultant as most highly qualified• Select up to 8 applicants to interview• Finalize interview questions• Discuss background check information

Timeline

Date/Time	Action
May 9 -12	Interview candidates (60 min sessions) Select up to 4 applicants for second interviews
May 16 – 19	Follow-up Interviews (post to allow for deliberation and possible action to name Finalist)
June 6 - 9	Vote to hire new Superintendent (at least 21 days after naming of Finalist)
TBD	Superintendent reports to District

**Dates are subject to change and timeline may be extended for additional interviews by the Dallas ISD Board of Trustees.*

Community Engagement Process

<u>Input Group</u>	<u>Number / Sessions</u>	<u>Dates & Details</u>
Board Members	9 Sessions	March 29 March 30 March 31 <i>In-person and Virtual</i>
Board Member Led Community Townhalls	9 Sessions <i>Evening</i>	April 5, 6, 7 April 12, 13, 14 April 19, 20, 21 <i>In-person</i>
Teen School Board	1 Session	March 22 <i>Virtual</i>
Employee Organization Committee	1 Session	April 6 <i>In-Person</i>
Administrator Organization Leadership/Representatives	2 Sessions	March 29 - April 22 <i>In-Person</i>

Community Engagement Process

<u>Input Group</u>	<u>Number / Sessions</u>	<u>Dates & Details</u>
Teacher Organization Leadership/Representatives	2 Session	March 29 - April 22 <i>In-Person</i>
Support Staff Organization Leadership/Representatives	2 Sessions	March 29 - April 22 <i>In-Person</i>
Campus Principals 1 per Campus	5 Sessions 1 High School 1 Middle School 3 Elementary	April 11 – April 15 <i>Virtual</i>
Teachers 1 Campus Designee	4 Sessions	March 29 - April 22 <i>Virtual</i>
Support Staff 1 Campus Designee	4 Sessions	March 29 - April 22 <i>Virtual</i>
TOTAL	39 Sessions	

Community Engagement Process

Other Community Outreach Opportunities

Online Survey for Students, Parents, Employees and Community Members	1	March 28 – April 22
Spanish Public Forum Evening	1 Session	March 28 – April 22 <i>Virtual or Tele-Townhall</i>

Online Survey

Dallas ISD Board of Trustees Seeks Input on Superintendent Qualities and Qualifications

The Dallas ISD Board contracted with Walsh Gallegos Treviño Kyle & Robinson P.C. and Dr. Ann Dixon to assist the Board with our search for a new Superintendent. An important part of the search for a new Superintendent is to receive input from the community about what qualities and qualifications you would like to see in our next Superintendent.

Please provide your survey responses online at _____ on or before **Friday, April 22, 2022, at 3:00 p.m.** The information gathered in response to this survey will be considered by the Board to help them identify potential candidates for interviews.

Online Survey

A. From the list below, please select the top three (3) qualities and/or qualifications that the new Superintendent for Dallas ISD should possess in order of priority where “1” is the top priority.

- ☐ Trustworthy
- ☐ Responsible
- ☐ Respectful
- ☐ Caring
- ☐ Fair
- ☐ Good Citizenship
- ☐ Will Be Active in the Dallas ISD community
- ☐ Bilingual or Multilingual
- ☐ Experience Working in Large, Diverse, and Urban Environments
- ☐ Experience in Finance and Working with Large Budgets
- ☐ Experience in Improving Student Academic Achievement
- ☐ Experience in Fostering Racial and/or Cultural Sensitivity
- ☐ Ability to Build a Sense of Team Among Faculty, Staff, and Students

Online Survey

B. Please select the top three (3) issues and/or concerns you would like to have addressed in our district in order of priority where “1” is the most important concern or issue.

- ☐ Classroom Resources and Supplies
- ☐ Staff Development, Training and Professional Growth
- ☐ Staff Diversity
- ☐ Efficient Renovation/Construction and Facility Usage
- ☐ Early Childhood
- ☐ Closing the Student Achievement Gap
- ☐ Retaining Teachers and Support Staff
- ☐ Availability of Equal Educational Opportunities to All Students
- ☐ Holding Students to the Highest Level of Instructional Rigor
- ☐ Having Schools of Choice
- ☐ Parental Education Programs
- ☐ Student Nutrition and Health
- ☐ Expansion of Out of/After School Enrichment Programs
- ☐ Student Access to Technology
- ☐ Engagement and Expansion of Community Volunteers

Online Survey

C. Please select the top three (3) the areas that are the greatest strengths of the District where "1" is the greatest strength.

- ☐ Classroom Resources and Supplies
- ☐ Staff Development, Training and Professional Growth
- ☐ Staff Diversity
- ☐ Efficient Construction and Facility Usage
- ☐ Early Childhood
- ☐ Closing the Student Achievement Gap
- ☐ Retaining Teachers and Support Staff
- ☐ Availability of Equal Educational Opportunities to All Students
- ☐ Holding Students to the Highest Level of Instructional Rigor
- ☐ Having Schools of Choice
- ☐ Parental Educational Programs
- ☐ Student Nutrition and Health
- ☐ Expansion of Out of/After School Enrichment Programs
- ☐ Student Access to Technology
- ☐ Engagement and Expansion of Community Volunteers

Online Survey

D. Are you a (select all that apply):

- ☐ Dallas ISD Parent/Guardian
- ☐ Dallas ISD Student
- ☐ Dallas ISD Administrator
- ☐ Dallas ISD Teacher
- ☐ Dallas ISD Support Staff
- ☐ Dallas ISD Taxpayer
- ☐ Dallas ISD Resident

Initial Documents from Candidates

Please complete and return:

- ☐ Letter of Interest
- ☐ Dallas ISD Superintendent Application
- ☐ Authorization Form for Background Checking
- ☐ Superintendent Applicant Profile Form
- ☐ Review and affirmation of the District's Educational Philosophy, Theory of Action and Strategic Covenants as set forth in Board policy AE (Local)
- ☐ CV/Resume
- ☐ Transcripts (do not need to be official)
- ☐ Texas Superintendent certificate, or certification status
- ☐ References and three (3) recommendation letters
- ☐ Any other documents you wish the Board of Trustees to receive

Minimum Job Requirements

Thank you for your interest in the superintendent position at the Dallas Independent School District. We have compiled a list of qualifications for our next superintendent, and the application is now available. Please be advised that all applications and supporting documents must be received by **Thursday, April 25, 2022 @ 5:00 p.m. (CST)**.

Qualifications and Requirements:

- ☐ Texas superintendent certificate will be required
- ☐ Residency in district will be required
- ☐ Campus principal experience required
- ☐ Central office senior administrator experience required
- ☐ Doctorate considered but not required
- ☐ Superintendent experience considered but not required
- ☐ Bilingual or multilingual skills considered but not required

Please e-mail suptsearches@wabsa.com or call
Valerie Durocher Herbert at (210) 979-6633 for an application packet

For additional information, please contact the Education Consultant, Dr. Ann Dixon at adixon@beecreek.net,
or by phone at (210) 724-2151.

**Please do not contact board members directly.*

Confidentiality Agreement

Dallas Independent School District

Superintendent Search 2022

Confidentiality and Non-Disclosure Agreement

In advance of receiving applications for the Superintendent position, in recognition of the highly sensitive nature of a Superintendent search and in order to fully protect both the integrity of the search process and the identity of applicants for the position, the Board is entering into this confidentiality and non-disclosure agreement to the extent permitted by law.

We the undersigned Board members do hereby agree to keep confidential all closed session Board discussions and all verbal or written information we obtain regarding applicants for the position of Superintendent after today's date. We agree not to disclose such information to any party except to the extent required by Texas Government Code 552.126, when the Board names a finalist at least twenty-one (21) days before a new Superintendent is hired.

Confidentiality Agreement

We also hereby agree to maintain the confidentiality of attorney-client privileged communication during the course of the Board's search for a new Superintendent. Such information is protected by the attorney-client privilege between Thompson & Horton, Walsh Gallegos Treviño Kyle and Robinson P.C., and Dallas Independent School District, and we understand that an individual Board member is not authorized to waive such privilege.

We also agree to adhere to our Board member Code of Ethics as set forth in the attached Dallas ISD Board policy BBF(LOCAL).

Agreed to and approved on this ____ day of March, 2022:

Signature line for each Trustee



WALSH GALLEGOS
TREVIÑO KYLE & ROBINSON P.C.

THANK YOU



[HTTP://WWW.WALSHGALLEGOS.COM](http://www.walshgallegos.com)