



EANES INDEPENDENT SCHOOL DISTRICT

Superintendent Leadership Profile

Mission & Goals

Unite. Empower. Inspire...Every Person, Every Day.

We unite our community through respectful relationships, creating a sense of belonging for all.

We empower students, providing an exemplary education that develops curiosity, creativity, and individual talents.

We inspire each other to lead purposeful lives of empathy, gratitude, and compassion.

About Eanes ISD

Eanes ISD is committed to excellence in academics, extra-curriculars and co-curriculars. We prepare students for life-long success through high-quality instruction and access to a variety of opportunities and experiences. Meeting each student's needs is a primary goal of Eanes ISD. A comprehensive curriculum and a variety of enrichment opportunities are offered to EISD's students, including proudly serving as a 1:1 mobile device district since 2011.

In recent years, Eanes ISD has earned numerous accolades reflecting its excellence across academics, arts, inclusion, and financial stewardship. In 2023, the district was recognized for the 9th consecutive year with the Best Communities for Music Education designation by the NAMM Foundation. In 2024, it became the only district in the nation with Best Buddies chapters on every campus. That same year, Niche ranked Eanes ISD #1 in Texas and 4th nationally. The Eanes Education Foundation contributed \$2.65 million in 2023–24, funding over 50 staff positions and supporting the Institute for Excellence leadership program. Additionally, the district received an Unmodified Opinion—the highest rating—in its annual audit and earned a Superior rating on the state's Financial Integrity Rating System of Texas (FIRST).



**JG Consulting has engaged with the Eanes ISD
to recruit candidates to serve as the Superintendent.**

The Eanes ISD Board of Trustees seeks an experienced, visionary, and student-centered leader who is dedicated to fostering an environment of academic excellence, staff empowerment, and community engagement. The next superintendent will be a highly visible and approachable leader, committed to building strong relationships with students, staff, parents, and community stakeholders.

This individual will collaborate with the Board of Trustees, business leaders, and the broader community to ensure the success of every student. The superintendent must demonstrate a proven track record of effective leadership, financial stewardship, and strategic planning while cultivating a culture of trust, transparency, collaboration, and accountability.

A successful candidate will embody the following qualities and competencies:

Visionary Leadership and Integrity: Demonstrates forward-thinking vision and confident decision-making grounded in high ethical standards. This leader has the courage to make difficult decisions in the best interest of students and holds themselves and others accountable for achieving excellence across the district.

Commitment to Academic Excellence and Innovation: Champions high-quality education for all students, maintaining rigorous academic standards and a focus on continuous improvement. Embraces innovative practices in teaching and learning – ensuring students are prepared for the future – while valuing well-rounded opportunities including academics, arts, athletics, and other extracurriculars.

Student-Centered and Inclusive: Places students at the heart of every decision, prioritizing the success and well-being of every learner. Ensures a safe and supportive environment where all students (of every background, ability, and need) are supported and challenged to reach their full potential.

Empowering and Supportive of Staff: Values teachers and staff as the district's greatest asset, empowering educators through trust, support, and professional development opportunities. Fosters a positive, collaborative work culture that boosts staff morale and attracts and retains outstanding faculty and employees.

Strong Communicator and Community Engager: Visible and approachable in schools and the community, actively listening to stakeholders' concerns and ideas. Communicates clearly, transparently, and respectfully, building trust and unity by fostering open dialogue with students,

parents, staff, and community members. Understands and implements best practices associated with effective change management.

Collaboration and Relationship-Building: Works in partnership with the Board of Trustees and engages families, businesses, and community partners in supporting the district’s goals. Politically astute in navigating diverse opinions and concerns, this leader builds consensus by fostering collaboration, seeks out stakeholder input in decision-making, and cultivates strong relationships that strengthen community support for our schools.

Proven Financial and Operational Acumen: Brings strong financial stewardship and strategic planning skills, with experience managing budgets and the ability to explore innovative revenue generation. Makes data-informed decisions to allocate resources effectively, ensuring fiscal stability while planning for the district’s long-term needs (such as facilities, technology, and staffing) in a prudent and forward-looking manner.

Resilient and Adaptable Leadership: Remains steady and solution-oriented in the face of challenges or changing circumstances. Handles high-pressure situations with grace and professionalism, demonstrating the ability to adapt, problem-solve, and guide the district through change or uncertainty without losing momentum.

Dedication to Community Values and Tradition: Is invested in the Eanes ISD community, respecting its tradition of excellence and the high expectations of our students and families. Strives to preserve what makes Eanes a “destination district” – a community known for exceptional education – while driving success in the ever-evolving educational landscape.

CONDITIONS OF EMPLOYMENT

Candidates must have or be qualified to obtain the Texas Superintendency Certificate. To receive the standard Superintendent Certificate, candidates must hold, at a minimum, a principal certificate or the equivalent issued under this title or by another state or country. Questions regarding certification should be directed to the Texas Education Agency; please contact (512) 463-9734. Background checks and fingerprinting are required for hire.

Selection Process

All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by the law. After all applications are reviewed and preliminary interviews are conducted by JG Consulting, the names of the candidates will be presented to the Eanes ISD Board of Trustees for its consideration to conduct additional interviews. The first and final rounds of interviews will be in closed session with the Board of Trustees.



Verification for Superintendent Form:

All applicants for the Superintendent position will be required to complete and sign the Verification for Superintendent form. The form must be completed during the application process to be considered for the position.

The online application should include one (1) PDF file with the combined documents in this order:

- Letter of Interest
- Current Resume
- References (List or Letters)
- College/University Transcripts

DO NOT SUBMIT WORD DOCUMENTS.

Salary and Benefits: Negotiable; commensurate with experience

Criminal History/Background: Required **Fingerprinting:** Required

Proof of Work Authorization: Required

Electronic submittal is required: <https://zurl.to/9XHF?source=CareerSite>

A reply email will be sent to confirm submission has been received.

Application Deadline: October 24, 2025 **Desired Beginning Date:** December 2025

JG Consulting is conducting the executive search:

James Guerra, President & CEO

C: (214) 934-5537 | E: james@jgconsulting.us

Steve Flores, Search Consultant

C: (956) 244-0768 | E: smflores0110@gmail.com

Jacob Wilson, Administrative Chief

C: (407) 484-8937 | E: jacob@jgconsulting.us

Lisa Goodell, Senior Project Manager

C: (512) 789-8902 | E: lisa@jgconsulting.us

Applicants are not to contact any members of the Board.

The final selection is the sole responsibility of Board of Trustees. For clarification and application inquiries, call (888) 765-3731. The Eanes Independent School District is an Equal Opportunity Employer and does not discriminate because of age, race, color, creed, religion, disability, gender, sexual orientation or national origin in the educational programs or activities which it operates, including employment therein. Eanes ISD reserves the right to modify the details of a position posting at any time. Applications are kept on file for one year.

SEARCH ACTIVITIES	TIMELINE*
Planning discussion to initiate the Superintendent search with Board Members and Search Committee.	August 11
Internal and external community-related meetings: • Meet with each board member individually • Search Committee meetings conducted by search firm (in-person, Zoom, and conference calls) • Online survey - closed September 29 • Engagement meetings to solicit feedback for the desired characteristics and traits of the next Superintendent can continue during each phase of the executive search	August 21 - September 29
Present formal scope of work and preliminary job profile to the Board of Trustees for approval and/or necessary modifications; research recruiting channels within PreK-12 and external networks; define marketing and recruiting strategies	September 30
Candidate Application Portal is open • Marketing and recruiting activities • Local, state, regional, and national publications • Other education publications and websites • Campaigns: virtual meetings and in-person recruitment	October 1
Application Deadline	October 24
Candidate review in closed session	October 28
Candidate Interviews: - Round 1 in closed session - Round 2 in closed session - Deliberation & Lone Finalist named	November 3 & 5 November 10 & 11 November 11 or 18

VERIFICATION FOR SUPERINTENDENT

Please initial each of the following statements.

Attach a brief explanation for any circumstances surrounding any questions that you are unable to initial.

I hereby certify that each of the listed conditions is true by initialing:

_____ I attest, under penalty of perjury, that I am a United States citizen and I am legally authorized to work in the United States. I understand that, if selected, verification of my eligibility to work in the U.S. will be required in accordance with federal law.

_____ I have never left any governmental-related employment or other profession, voluntarily or involuntarily, while the subject of an inquiry, review, or investigation of alleged misconduct or alleged violation of professional standards of conduct or had reason to believe such investigation was imminent.

_____ I have never been nor am I currently the subject of an inquiry, review or investigation for alleged misconduct or alleged violation of the professional standards of conduct.

_____ I have never failed to complete a contract for employment in any industry for any alleged misconduct or alleged violation of professional standards of conduct.

_____ I have never had a professional certificate, credential, or license (of any kind) revoked or suspended nor have I been placed on probationary status for any alleged misconduct or alleged violation of the professional standards of conduct.

_____ I have never been denied a professional license for which I applied or was granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct.

_____ I have never surrendered a professional license of any kind before its expiration.

_____ I have never been disciplined by any public agency responsible for licensure of any kind including but not limited to educational licensure.

_____ I have never been charged with any: (a) felony, (b) misdemeanor, or (c) major traffic violation, such as; driving under the influence of intoxicants or illegal drugs; reckless driving; fleeing from or attempting to elude a police officer; driving while my license was suspended, revoked or used in violation of any license restriction; or failure to perform the duties of a driver or witness at an accident.

_____ I have never entered a plea of guilty or no contest relative to any charge for an offense listed in the question above.

_____ I have never had any civil complaint, judgment or other court order entered against me resulting from abuse, assault, battery, harassment, intimidation, neglect, stalking or other threatening behavior toward other persons.

_____ I have never been the subject of a substantiated report of child abuse or sexual misconduct of any kind.

_____ I have not previously nor am I currently the subject of an ongoing investigation related to a report of suspected child abuse or sexual conduct.

_____ I authorize you to make such investigations and inquiries of my personal, employment, educational, financial, and other related matters as may be necessary for an employment decision.

Confirmation of Verification

The information that I have provided in this Verification of Superintendent Application is true and accurate to the best of my knowledge. I have answered all questions to the best of my ability, and I have not knowingly withheld information that would negatively affect my application. Any misrepresentations or omissions of fact in this application, any materials submitted with this application, or during interviews may be cause for rejection of this application or subsequent dismissal from employment, if hired.

I hereby authorize all my current and former employers who are education providers to disclose (a) the dates of my employment; (b) whether I was the subject of any substantiated reports of child abuse or sexual conduct related to my employment; (c) the dates of any substantiated reports; (d) the definitions of child abuse and sexual conduct used by the education provider when the determination was made that any reports were substantiated; and (e) the definitions of child abuse and sexual conduct used by my education provider employer to determine whether any reports were substantiated.

I authorize my listed references, current and past employers, and anyone else who has information about my work history, education qualifications, or fitness to provide such information to the Eanes ISD Board of Trustees for which I have completed an employment application. I release all persons providing this information to the Eanes ISD Board of Trustees from any liability whatsoever for obtaining and providing that information, regardless of the results.

I acknowledge that finalists in this Superintendent search may be subject to criminal records check by the Eanes ISD Board of Trustees or any other relevant state-licensing agency related to my employment. I acknowledge that the Eanes ISD Board of Trustees may conduct an internet search, reference checks, background investigations and confirmation of employment as a part of this application.

Superintendent for Eanes ISD

Signature of Applicant: _____

Printed Name of Applicant: _____

Date: _____