



Superintendent Search Input Sessions
Board Report Executive Summary
January 13, 2026

The information in the report is the result of five separate meetings conducted by Keith Bryant and Doug Williams with Impact Education Specialists. Groups included in the sessions were Administration, Faculty and Community. Special acknowledgement to Interim Superintendent Jan Hill for coordinating these sessions.

During each session, attendees answered the following questions: (1) What are the strengths of Bullard ISD? (2) What are areas that could be improved? (3) What characteristics and skills do you believe the new superintendent should possess?

This report is being provided to the Bullard ISD Board of Trustees as they begin the process of interviewing candidates for the vacant superintendent's position.

Ideal Superintendent Profile

The ideal superintendent for Bullard ISD fosters a strong sense of community, creating a supportive environment for families and staff. They build meaningful relationships with students and ensure effective communication among all stakeholders. With a student-centered approach, they emphasize strategic educational opportunities and maintain high safety standards in well-kept facilities. Committed to community involvement, they encourage participation in school events and offer diverse extracurricular activities. Prioritizing academic excellence, they uphold high standards for college and career readiness while enhancing the hiring process to recruit qualified staff. They also recognize class sizes are vital for personalized attention and promote teacher autonomy through professional development.

Qualities & Characteristics for the next superintendent that were highlighted included:

Strong Sense of Community: Fosters a supportive environment for families and staff.

Relationship Builder: Can construct a committed team that builds meaningful relationships with students.

Effective Communication: Emphasizes clear communication among staff, parents, and the community.

Student-Centered Approach: Focuses on tailored educational opportunities and robust support systems.

Safety and Security: Ensures well-maintained facilities and strong safety protocols.

Community Involvement: Encourages active participation in school events and programs.

Diverse Extracurricular Opportunities: Provides options for students to explore interests and talents.

Academic Excellence: Maintains high standards for college and career readiness while promoting a vision of unity and engagement.

Strengths of Bullard ISD were identified as:

Strong Sense of Community: Close-knit environment where families and staff actively support each other and the school.

Dedicated and Caring Staff: Teachers and administration prioritize student needs and foster strong relationships with students.

Effective Communication: Good communication channels between staff, parents, and the community enhance collaboration and support.

Student-Centered Approach: The district focuses on putting students first with tailored educational opportunities and support systems.

Safety and Security Measures: Well-maintained facilities and strong safety protocols ensure a secure environment for students.

Community Involvement: High levels of parent and community participation in school events and programs contribute to the district's success.

Diverse Extracurricular Opportunities: A variety of clubs, athletics, and enrichment programs are available to foster student interests and talents.

Academic Excellence: The district maintains high academic standards and provides resources for college and career readiness.

Some commonly mentioned areas for enhancement included:

Qualified Staff and Recruitment: Hire more certified teachers and enhance the hiring process to ensure quality instruction. Increase retention through competitive pay and incentives.

Class Size and Individual Attention: Address large class sizes to provide personalized attention for students and reduce teacher workloads.

Balanced Curriculum: Revise the curriculum to emphasize foundational skills, practical life skills, and reduce reliance on standardized testing.

Student Accountability and Support: Establish clear expectations for student performance and strengthen systems for early intervention and support for at-risk students.

Teacher Autonomy and Professional Development: Empower teachers to tailor their teaching methods while providing necessary resources and ongoing professional development.

Community and Parent Engagement: Foster greater involvement from parents and the community to support student learning and enhance educational programs.

Discipline Consistency and Positive Environment: Ensure consistent enforcement of discipline policies, promote a respectful campus culture, and actively address bullying.

Program Evaluation and Improvement: Implement regular evaluations of existing programs to meet student needs and involve staff in decision-making processes, ensuring transparency and trust in leadership.

Summary of Areas to Address Regarding Academic Achievement

Increase Qualified Staff: Hire more certified teachers and improve the hiring process to ensure quality and consistency in instruction.

Class Size Management: Address large class sizes to enhance individualized attention for students and reduce teacher workload.

Balanced Curriculum: Revise curriculum to focus on foundational skills like phonics, reading, and practical life skills, while minimizing excessive standardized testing.

Student Accountability: Establish clear expectations for student performance and hold them accountable for their work, ensuring grades reflect actual achievement.

Enhanced Support for Struggling Students: Strengthen systems for early identification and intervention, providing additional resources and support for at-risk students.

Teacher Autonomy and Support: Allow teachers the freedom to tailor their teaching methods while providing them with the necessary professional development and resources.

Focus on College and Career Readiness: Expand opportunities for advanced coursework, vocational training, and life skills education to better prepare students for post-secondary options.

Community and Parent Involvement: Foster greater engagement from parents and the community to support student learning and enhance educational programs.

Summary of Areas to Improve Regarding Quality Staff

Teacher Recruitment and Retention: Hire more qualified and certified teachers, prioritizing experience and proper training. Increase pay and provide incentives (bonuses, recognition) to attract and retain quality staff.

Support and Accountability: Implement thorough evaluations for teachers based on feedback from parents and students. Hold all staff accountable for performance and compliance with district standards.

Administrative Efficiency: Analyze the number of administrative positions and ensure that those in leadership roles have relevant classroom experience. Improve communication and feedback systems between administration and staff.

Professional Development: Establish mentoring programs for new teachers and ongoing training for all staff, particularly in areas like special education. Encourage collaboration and professionalism among staff.

Classroom Environment: Ensure students are engaged in productive learning activities every day. Address issues of discipline and bullying effectively within the school.

Pay and Benefits: Align teacher salaries with surrounding districts to remain competitive and prevent turnover. Provide better compensation and support for all school staff, including paraprofessionals and support roles.

Community and Parental Involvement: Foster a positive school culture that values input from teachers and parents. Increase transparency and communication regarding school policies and decisions.

Strategic Planning: Develop clear expectations and timelines for teacher certification and professional growth. Focus on long-term goals for staff retention, morale, and overall school improvement.

Summary of Areas to Improve Regarding Programs

Expansion of Programs: Increase offerings in fine arts (e.g., orchestra), dual credit, and college prep classes. Introduce more Career and Technical Education (CTE) pathways aligned with regional workforce needs.

Support for Special Education: Enhance resources for special education, including more staff and timely evaluations. Improve communication regarding changes in special education support personnel.

Athletics and Extracurricular Activities: Ensure equitable support for all athletic and fine arts programs. Develop clearer communication standards across all sports programs.

Funding and Resources: Increase funding for non-athletic programs and improve fundraising management. Address the need for consistent and fair distribution of financial resources across all programs.

Community and Parent Engagement: Foster better communication with parents about available programs and their requirements. Encourage community involvement in supporting school programs, including CTE and fine arts.

Career Readiness and Life Skills: Expand vocational opportunities and life skills education to better prepare students for post-high school paths. Increase access to internships and certifications that support career readiness.

Quality of Instruction and Staff: Demand higher standards for coaching and teaching staff, ensuring qualifications and performance align with student needs. Provide ongoing professional development tailored to the specific needs of educators and the programs they support.

Program Evaluation and Improvement: Implement regular evaluations of existing programs to ensure they meet student needs and community expectations. Involve teachers and staff in planning decisions that affect curriculum and resource allocation.

Summary of Areas to Improve Regarding Culture

Leadership and Culture: Address favoritism mentality within leadership. Restore trust and transparency between administration and staff to improve morale.

Staff Recognition and Support: Increase staff recognition initiatives and retention bonuses to show appreciation for employees. Encourage stronger relationships among staff, promoting collaboration and a sense of unity.

Discipline and Consistency: Ensure consistent enforcement of discipline and dress code policies across all administrators. Foster a respectful campus environment where students understand consequences for their actions.

Communication: Improve communication channels between administration, staff, and the community to foster collaboration. Ensure that staff voices are valued in decision-making processes and that feedback is actively solicited.

Professional Development: Offer meaningful professional development opportunities that prioritize teachers' needs and classroom practices. Provide support for teachers dealing with challenging student behaviors rather than punitive measures.

Inclusivity and Bullying Prevention: Promote a culture of kindness and inclusivity while actively addressing bullying at all levels. Ensure that all students feel safe and supported within the school environment.

Community Engagement: Increase community involvement and outreach to strengthen the bonds between the school and local families. Develop systems for parents and community members to access resources and support.

Trust and Accountability: Build trust within the district by holding all staff accountable for their responsibilities. Establish a culture where feedback is valued, and all staff members are respected and treated as professionals.