



LEADERSHIP LENS

Dr. Douglas Hendrix Sr.

Interim Superintendent/CEO of Schools

The Coalition of the Willing

April 27, 2026

By the close of tomorrow, every member of this organization will understand the organizational chart, why it changed, what it demands, and what it makes possible. But understanding a structure is only the beginning. Structure sets direction. It does not carry the work. That responsibility belongs to people. And now, collectively, our real work begins.

I do not speak from a distance. I am as much a witness to the world we live in as anyone else. We see it daily. Division that is manufactured, misunderstanding that is cultivated, and a steady pull toward self over service. Decency, which should be foundational, has become optional in too many spaces. And yet, in public education, we are asked to do something remarkable. We are asked, in partnership with families and community, to help shape not just students, but citizens; young people who will carry forward values that the world itself sometimes struggles to uphold.

That responsibility requires more than skill. It requires character.

Even within our own field, there are moments where the pull toward self becomes louder than the call to serve. The questions begin to shift. What about me? Who recognizes me? Who is elevating me? That way of thinking, if left unchecked, will fracture even the strongest system. Because when the focus becomes individual elevation, collective progress slows. And when collective progress slows, children pay the cost. I pray you all can hear me.

Let me be clear about where I stand.

My personal recognition on anything is far less important than the quality of my name left in the hearts of those I serve. Titles fade. Positions change. But the way we show up for people, that endures. That is the standard I hold for myself, and it is the standard I hope lives within each of you.

So what does this mean for coherence, and what does it mean for this new chart?

It means we must become a coalition of the willing, individuals drawn not to position, but to purpose. People who are not guided by fear of others or driven by the need for personal recognition, but who are anchored in what we can become together. It means we must learn to play for the name on the front of the jersey, not the one on the back. Because in this work, there is no victory in standing alone.

In every corner of this organization, "me-ism" must give way to mission. Not because it sounds right, but because it is required. Left unchecked, it will limit how far we can go and how well we can serve. But if we replace it with shared purpose, we create the conditions for something far greater than individual success. We create the conditions for transformation.

We have before us an opportunity that does not come often. We have the chance to become the finest generation of educators this district has ever known. Not by chance. Not by circumstance. But by decision. A decision to keep our focus on those who depend on us, the students who arrive each day trusting that we will do what is right, whether it is easy or not.

For some of us, that calling runs even deeper. It is not just professional. It is personal. It is spiritual. It is the belief that we are entrusted with the care of others, and that how we serve them matters beyond measure.

As we step into tomorrow, there can be no submission to fear. No yielding to intimidation. No retreat into silence when clarity is required. We are at a point where, if we transform the work, we can transform this community. And if we transform this community, we place a mark on the timeline that reaches far beyond us.

This is not exaggeration. This is responsibility.

The next phase of our work will demand discipline, not just in action, but in communication. There is no room for division disguised as dialogue, for confusion masked as complexity, or for feelings presented as fact when clarity is needed. Every voice matters, but every voice must also be anchored in truth. It is not enough to speak. We must speak with purpose.



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This is an “all of us” moment that must become a movement. Not some of us. Not most of us. All of us. Because anything less leaves gaps, and gaps in this work are felt most by those who can least afford it.

So I ask you to remain aware as we move forward. Keep your eyes open. Keep your heart open. Use the discernment you learned long ago, the ability to separate fact from feeling, purpose from preference, truth from noise. And then decide. Decide what kind of teammate you will be.

Because every one of us must eventually answer a simple question: are we playing a game of golf, where success is measured alone, or are we playing football, where success is shared, earned together, and impossible without one another? Our field of play is clear.

We are preparing ourselves for something greater. But greatness will not come through talent alone. It will come through intentional decency, the daily choice to do what is right, even when it is difficult, even when it is not recognized, even when it asks more than we planned to give.

Good people recognize what stands in opposition to what they aspire to be. They do not ignore it. They confront it. This has been some of the most demanding work I have encountered, not because it is beyond our ability, but because doing what is right requires a fight. A fight against complacency. A fight against comfort. A fight against the quiet pull toward self. A fight against the past.

But I am built for this work. Steady in purpose. Unwavering in belief. Grounded in the idea that service, done well, can change outcomes and lives.

And I ask you to stand with me, all stakeholders.

Stand with me in supporting the true cause of this work, reaching every child we can and elevating this district to the place it rightfully should hold. Coherence calls for order, not confusion. It calls for attention, not distraction. It calls for judgment rooted in truth, not in preference.

The next phase will be about earning the trust of our community. Not requesting it. Earning it. And trust is built the same way, every time, through consistent, visible decency.

So when you see it, move toward it. When you hear it, support it. When you are called to it, embody it. When you see the opposite, call it out respectfully.

Because it is time.

Time to lift this community.
Time to align our efforts.
Time to move as one.

It is not too late.

As we build a better tomorrow, today.

Respectfully,
Doug

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