

SUPERINTENDENT SEARCH ANNOUNCEMENT

Introduction

The Board of Trustees of the Dickinson Independent School District (DISD) is conducting a comprehensive search for an innovative and student-driven educational leader to fill the role of Superintendent. This position represents an extraordinary opportunity to continue the transformative progress and forward momentum of a dedicated district.

About Dickinson ISD

Covering 61 square miles, Dickinson ISD is a fast-growth school district serving students within the communities of Dickinson, League City, Texas City, Bacliff, and San Leon. The diverse 12,500 student population is served by a dedicated team of over 2,000 employees. Students are housed at seven elementary campuses (PreK-3), three middle school campuses (grades 4-5), three junior high campuses (grades 6-8), one high school campus, and one alternative high school campus. The district also serves students assigned to Galveston County Juvenile Justice programs. The district offers an extensive array of academic, Career and Technical Education, athletic, fine arts, and special programs to support students and meet their needs, and it is home to one National Blue-Ribbon campus and four National Professional Learning Community model campuses.

Our Vision

Inclusive of all, Dickinson ISD will cultivate excellence, producing confident, collaborative, goal-driven learners who become empowered citizens in a global society.

Our Mission

Dickinson ISD will equip and empower all learners with skills and experiences to achieve excellence and make meaningful contributions to our world.

Our Goals

- DISD will provide effective teaching and learning experiences for all students that will result in continuous success.
- DISD will provide a physically and emotionally safe, healthy, and equitable environment.
- DISD will make family and community partnerships a priority.
- DISD will recruit, develop, and retain a diverse and effective staff committed to personal and professional growth focusing on student success.
- DISD will provide operational services to support the success of student learning.



Desired Profile for Dickinson ISD's Superintendent

VISIONARY

- Face of the district and leads with conviction and confidence
- Progressive thinker that has proven success in implementing innovative instructional strategies and technology tools in today's classrooms
- Adept leader well versed in public education, school finance, operations, curriculum, instruction, human resources, facilities management and construction, and capable of leading and directing with foresight, efficiency, and effectiveness
- Future focused leader who can develop long-range plans to meet district instructional, operational, and facility needs

STRATEGIC

- Instructional leader with a record of success in improving achievement outcomes for all students
- Emphasizes and monitors a rigorous educational mindset focused on mastery of required standards, relevant and engaging instruction, and student growth
- Experienced financial manager who understands Texas school finance and how to maximize the district's resources
- Holds self and everyone in the district accountable for success and excellence

INSPIRATIONAL

- Work in partnership with the Board of Trustees, students, employees, parents, and community to build a productive relationship based on transparency, mutual respect, and collaboration
- Highly visible on campuses, in classrooms, campus/district activities, and community events and positively interacts with students, staff, parents, and the community
- Confident public speaker, clear and concise writer, able to think on their feet and express themselves with conviction
- Unwavering commitment to leading the district with integrity, exemplary moral character, and strong work ethic

COURAGEOUS

- Ability to make tough decisions in the best interest of students and the district and support those decisions with resources and personal commitment
- Effective problem solver who actively solicits input from those involved
- Resilient leader who will do whatever is necessary to meet the needs of students and staff

INCLUSIVE

- Embrace the culture and character of our community
- Effective communicator who is accessible, approachable, and relatable to all internal and external stakeholder groups and develops bonds of trust
- Politically astute to navigate a variety of political perspectives



Application Process

How to Apply:

All application materials should be sent to Rachel Baker, P.O. Drawer Z, Dickinson, TX 77539

Application materials may also be submitted online at rlbaker@dickinsonisd.org.

Phone – 281/229-6101

Application Requirements

- Letter of interest specifying qualifications and reasons for interest in the position
- Completed application form
- One-page statement on your philosophy of education administration
- Current resume
- Three letters of reference that include contact information
- Copy of Texas Superintendent certification
- College/University Transcripts

All application materials will be held in strict confidentiality. Only the name of the lone finalist will be released. Applicants are advised to refrain from contacting Board members during the selection process. Each applicant will be informed of the Board's selection and appointment of the new superintendent. The final selection and appointment are the sole responsibility of the DISD Board of Trustees. Dickinson ISD does not discriminate on the basis of race, color, national origin, age, disability, religion, or sex.

Minimum Qualifications

- Superintendent experience or five years of successful experience in a cabinet level position
- Certified as a Superintendent in Texas
- Advanced knowledge of Texas school law, Texas Education Code, school finance, curriculum and instruction, and federal and state accountability
- Proven adaptability as a leader with superior communication skills
- Minimum of 5 years successful campus administration experience
- Experience working with student demographics similar to those in DISD
- Must be willing to reside in Dickinson ISD

Salary and Benefits

- Salary commensurate with experience and qualifications
- Standard benefits

Important Dates

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| • March 22, 2024 | Application Deadline |
| • Week of April 2 | Application Review by Board of Trustees |
| • Week of April 8 | First Round Interviews |
| • Week of April 15 | Finalist Interviews |
| • May 7, 2024 | Board Meeting – Name Lone Finalist |
| • June 4, 2024 | Board Meeting – Approve Superintendent |
| • July 1, 2024 | Superintendent contract begins |