



FORT WORTH INDEPENDENT SCHOOL DISTRICT

# SUPERINTENDENT SEARCH

BÚSQUEDA DE SUPERINTENDENTE

## FWISD SUPERINTENDENT HIRING POSTING

<b>APPLICATION DEADLINE</b>	Wednesday, February 5, 2025 by 5:00 p.m. CST
<b>POSITION TITLE</b>	Superintendent of Schools
<b>EMPLOYER</b>	Fort Worth Independent School District ("Fort Worth ISD" or "FWISD")
<b>LOCATION</b>	Fort Worth, Texas

The **Fort Worth ISD Board of Trustees** is seeking a dynamic and visionary leader to serve as Superintendent ensuring the highest standards of educational excellence and operational efficiency for the District to realize its mission: ***Preparing ALL students for success in college, career, and community leadership.*** This role requires a strategic thinker with a strong commitment to student achievement, staff development, and community engagement.

With over 70,000 students, Fort Worth ISD enjoys a diverse student population and strong community partnerships. Under the leadership of the superintendent and the Board of Education, the District is undergoing a series of initiatives that will redesign, transform, and revitalize Fort Worth ISD Schools.

### APPLICATION PROCESS

**[Apply online here.](#)** The application deadline is 5:00 p.m. CST on February 5, 2025. Applicants are required to hold a Texas Superintendent Certificate and have at least five (5) years of leadership experience in educational administration. A complete application packet should include the following information:

- A letter of interest detailing the applicant’s qualifications, reason for interest in the position, and educational philosophy
  - A current resume or curriculum vitae
  - A copy of the candidate’s Texas Superintendent Certification
  - List of at least three references with daytime and evening phone numbers.
- Please note that references will not be contacted until later in the hiring process.

***Please submit only the requested materials and do NOT submit transcripts or presentation materials. More information will be requested from candidates if necessary.***

## QUALIFICATIONS

- At least 5 years successful leadership experience in school administration, large district superintendent or interim superintendent experience required (50,000+ student enrollment)
- Principal experience required
- Knowledgeable in Texas school law, finance, curriculum and student achievement, and bond referendum processes
- Proven track record of improving student outcomes and managing district operations
- Excellent communication, interpersonal, and organizational skills providing transparent communication
- Ability to work collaboratively with diverse groups and build consensus

## EDUCATION

- Master's degree in Education, Educational Administration, or a related field required
- Doctorate degree preferred
- Valid Texas Superintendent's Certificate required

## SALARY

The salary for this position will be part of a competitive compensation package, commensurate with experience and qualifications.

## APPLICATION DEADLINE

5:00p.m. CST on February 5, 2025

## HOW TO APPLY

[Please upload your complete application packet here.](#)

Please submit your questions to:

**Woodrow Bailey, Chief of Talent Management**

Via Email ONLY: [superintendentsearch@fwisd.org](mailto:superintendentsearch@fwisd.org)

Application materials will be treated confidentially. Applicants are requested not to contact the current members of the Board. The final selection and appointment are the sole responsibility of the Board of Trustees.







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**AWARDS & LANGUAGE SKILLS**

Awards

<i>Awarding Organization</i>	
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<i>Name of Award Received</i>	<i>Year Received</i>
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<i>Award Information</i>	
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<i>Awarding Organization</i>	
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<i>Name of Award Received</i>	<i>Year Received</i>
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<i>Award Information</i>	
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<i>Awarding Organization</i>	
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<i>Name of Award Received</i>	<i>Year Received</i>
!	!
<i>Award Information</i>	
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Language Skills

*Do you speak any languages other than English? If so, please state each language and describe your level of proficiency.*

<i>Language</i>	<i>Proficiency Level</i>
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Professional Publications

*Please provide information regarding any Professional Publications you have authored or co-authored.*

<i>Title</i>	<i>Publication</i>
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## QUESTIONNAIRE

Answer Yes or No to the following questions. Attach a brief explanation for any answers which you believe might negatively affect your application including criminal convictions, professional license discipline, and pending investigations in any state.

- \_\_\_\_\_ 1. **Previous Educational Employment Inquiry:** Have you ever left any education-related employment, voluntarily or involuntarily, while being the subject of an inquiry, review, or investigation for alleged misconduct or alleged violation of professional standards of conduct?
- \_\_\_\_\_ 2. **Current Inquiry Status:** Are you currently the subject of an inquiry, review, or investigation for alleged misconduct or alleged violation of professional standards of conduct?
- \_\_\_\_\_ 3. **Professional Certificate History:** Have you ever had a professional certificate, credential, or license revoked or suspended, or have you been placed on probationary status for any alleged misconduct or alleged violation of professional standards of conduct?
- \_\_\_\_\_ 4. **License Application History:** Have you ever been denied a professional license for which you applied or granted a license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct?
- \_\_\_\_\_ 5. **Voluntary License Surrender:** Have you ever surrendered a professional license of any kind before its expiration?
- \_\_\_\_\_ 6. **Disciplinary Action by Licensing Agency:** Have you ever been disciplined by any public agency responsible for licensure of any kind, including but not limited to educational licensure?
- \_\_\_\_\_ 7. **Criminal Convictions Related to Education Profession:** Have you ever been convicted of a felony or misdemeanor offense relating to the duties and responsibilities of the education profession, including offenses involving moral turpitude; sexual or physical abuse of a minor or student; illegal conduct where the victim is a minor or student; felony offenses involving controlled substances as defined by Chapter 481, Health and Safety Code, or by 21 U.S.C. Section 801 et seq.; offenses involving illegal transfer, appropriation, or use of school district funds or property; or offenses involving attempts by fraudulent or unauthorized means to obtain or alter a professional certificate or license issued under Tex. Educ. Code chapter 21?
- \_\_\_\_\_ 8. **Convictions for Offenses Involving Minors:** Have you ever been convicted of a felony or misdemeanor offense for criminal homicide, kidnapping, unlawful restraint, smuggling of persons, trafficking of persons, sexual crimes, assault, or an offense requiring you to register as a sex offender, where the victim of the offense was under 18 years of age?
- \_\_\_\_\_ 9. **Plea Entry for Specific Offenses:** Have you ever entered a plea of guilty or no contest relative to any charge for an offense listed in questions 7 or 8?
- \_\_\_\_\_ 10. **Civil Judgments for Personal Misconduct:** Have you ever had any civil judgment or other court order entered against you resulting from abuse, assault, battery, harassment, intimidation, neglect, stalking, or other threatening behavior toward other persons?
- \_\_\_\_\_ 11. **Substantiated Reports of Abuse or Neglect:** Have you ever been the subject of a substantiated report of abuse or neglect involving a student or minor child?
- \_\_\_\_\_ 12. **Ongoing Investigations for Abuse or Neglect:** Are you currently the subject of an ongoing investigation related to a report of abuse or neglect involving a student or minor child?
- \_\_\_\_\_ 13. **Financial Responsibility:** Have you ever filed for bankruptcy or had any financial judgments issued against you in the last 10 years?

## **AUTHORIZATION & VERIFICATION**

I hereby grant permission to all my past and present employers in the education sector to release information regarding: (a) my employment dates; (b) any confirmed reports of child abuse or sexual conduct related to my employment; (c) the dates of these confirmed reports; (d) the criteria for child abuse and sexual conduct used by the education provider at the time of these confirmations; and (e) the definitions of child abuse and sexual conduct employed by my education provider for determining the veracity of these reports. Furthermore, I authorize my former or current education provider employers to disclose any disciplinary records involving crimes specified in Tex. Educ. Code §§ 21.058 and 21.060 for which I have been convicted.

I also authorize my references, former and current employers, educational institutions, and any other parties possessing information about my professional background, educational qualifications, or suitability for employment to share this information with the District, where I have submitted my job application. I release the school district and all individuals providing such information from any liability for collecting and sharing this information, irrespective of the consequences.

I acknowledge that semi-finalists in this superintendent search may undergo a criminal records check by the school district and a license review by the relevant state licensing agency. The school district may also conduct Internet searches, reference verifications, background investigations, and confirmations of employment as part of this application process.

I certify that the information provided in this application is accurate and complete to the best of my knowledge. I have fully and accurately responded to all questions, withholding no information that might adversely impact my application. I understand that any misrepresentations or omissions in this application, accompanying materials, or during the interview process may result in the rejection of my application or, if employed, immediate termination.

Signed: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_