



# 2026 Superintendent Search Edinburg CISD



Application Deadline:

**June 12th, 2026 @ 12:00PM**

For More Information:

**[www.ecisd.us](http://www.ecisd.us)**



# Our District



Edinburg Consolidated Independent School District is one of the largest and most established public school systems in South Texas, proudly serving the students and families of Edinburg and the surrounding communities in Hidalgo County. Located in the heart of the Rio Grande Valley, the District operates a comprehensive portfolio of elementary, middle, and high schools, along with a wide range of specialized academic and career-focused programs designed to meet the diverse needs of its student population.

Edinburg CISD is committed to academic excellence, operational integrity, and expanding opportunities for all students. With an emphasis on high-quality instruction, strong governance, sound fiscal management, and active family and community engagement, the District works to ensure that every student graduates prepared for postsecondary success, workforce readiness, and civic responsibility. Rooted in the rich cultural traditions of the region and guided by a forward-thinking vision, Edinburg CISD continues to develop innovative educational pathways that position its students to succeed in an increasingly competitive and interconnected world.

## **Total Enrollment**

Approximately 33,000–34,000 students enrolled across Pre-K through Grade 12, making Edinburg Consolidated ISD one of the largest public school systems in Hidalgo County and a leading educational institution in the Rio Grande Valley.

## **Number of Campuses**

Elementary Schools: 31

Middle Schools: 6

High Schools: 4

Alternative Campuses: 2

# District at a Glance

## **Total Campuses: 43**

The District operates a comprehensive network of campuses designed to support students at every stage of their academic journey, including specialized programs and alternative settings that provide flexible, student-centered learning environments.

## **Annual Operating Budget**

Approximately \$430–\$450 million (FY 2025–2026)

Edinburg CISD manages a large and complex public enterprise, overseeing instructional programming, transportation, facilities, food services, technology infrastructure, and district-wide operations within a fiscally responsible framework.

## **Number of Employees**

Approximately 4,500–5,000 employees

The District's workforce includes classroom teachers, campus administrators, instructional staff, district leadership, and operational personnel dedicated to serving students across all campuses.

## **Graduation Rate (Four-Year)**

Approximately 94–96% Overall

Edinburg CISD maintains a strong on-time graduation rate, reflecting the District's continued focus on academic performance, student engagement, and college and career readiness.

# Our Community



Edinburg is a dynamic and growing community located in Hidalgo County in the heart of the Rio Grande Valley. As a regional center for government, education, and commerce, Edinburg blends deep cultural heritage with steady economic development and cross-border influence. The city is home to a diverse population and serves as a hub for higher education, healthcare, and public service, including its role as the county seat and the home of The University of Texas Rio Grande Valley.

Serving tens of thousands of students across its campuses, Edinburg Consolidated ISD operates within an engaged and supportive community that places a strong value on public education. Families, local businesses, higher education institutions, and civic partners actively collaborate with the District to expand academic opportunities, workforce pathways, and extracurricular programs that reflect the needs and aspirations of the community.

Edinburg CISD remains focused on strengthening academic outcomes, enhancing and modernizing facilities, expanding college and career readiness initiatives, and maintaining strong governance practices aligned with state accountability standards. The District is committed to continuous improvement, leadership stability, fiscal responsibility, and the responsible stewardship of public resources.

The next superintendent will lead one of the Rio Grande Valley's most prominent educational institutions—an organization defined by community pride, dedicated educators, and students with exceptional potential. Edinburg CISD seeks a leader committed to academic excellence, operational integrity, and ensuring that every student graduates prepared to succeed in college, career, and civic life.

## **Why Edinburg?**

Edinburg is a city defined by growth, regional leadership, and opportunity. Located in Hidalgo County in the heart of the Rio Grande Valley, Edinburg serves as a center of government, education, and economic development. As the county seat and a rapidly expanding community, Edinburg sits at the intersection of higher education, healthcare, and cross-border commerce—offering a unique environment for forward-thinking educational leadership.

## **Higher Education & Academic Partnerships**

Edinburg is home to The University of Texas Rio Grande Valley, a major regional institution that provides extensive opportunities for collaboration in dual credit, early college programming, and workforce development. Edinburg CISD benefits from strong partnerships that allow students to access college-level coursework, certifications, and career pathways while still in high school, strengthening both college readiness and long-term economic mobility.

## **Healthcare & Economic Growth**

The city continues to experience significant growth driven by the expansion of regional healthcare systems, government services, and commercial development. As a hub for medical services and public administration, Edinburg provides students with exposure to high-demand career fields. The District is well-positioned to align its academic and Career & Technical Education programs with these growing sectors.

## **International & Regional Influence**

Situated near the U.S.–Mexico border, Edinburg plays an important role in the broader regional economy shaped by international trade and cultural exchange. This environment enhances the relevance of bilingual education, global awareness, and workforce preparedness. The superintendent leads in a district that contributes directly to preparing students for both regional and international opportunities.

## **Cultural Heritage & Community Engagement**

Edinburg is rooted in rich cultural traditions, strong family values, and a deeply engaged community. With a predominantly Hispanic population, the District reflects the heritage and identity of the Rio Grande Valley. Public education is central to the community's vision for progress, and schools serve as a focal point for civic pride, student achievement, and community connection.

## **Quality of Life**

Edinburg offers a competitive cost of living compared to major metropolitan areas in Texas, along with a growing economy, expanding amenities, and access to regional attractions. The city provides a balance of professional opportunity and quality of life, making it an attractive place for district leadership and their families.



# Who We Want

Edinburg Consolidated Independent School District is seeking a proven, high-performing executive leader to serve as its next Superintendent. As one of the largest school districts in Hidalgo County and the Rio Grande Valley, Edinburg CISD serves a diverse student population across numerous campuses and specialized programs, operating within a complex educational and fiscal environment. The Board anticipates attracting a strong and competitive pool of candidates and is seeking an experienced leader with demonstrated success at scale.

The ideal candidate will bring:

**Executive-Level Instructional Leadership** – A documented record of driving measurable academic gains in large, complex districts, with a strong understanding of accountability systems, data-driven instruction, and systemic school improvement.

**Strategic Systems Management** – Experience leading multi-campus organizations, aligning curriculum, operations, human capital, and performance systems under a coherent and results-oriented strategic plan.  
**Large-Scale Operational Expertise** – Demonstrated success overseeing substantial district budgets, facilities planning and modernization, transportation systems, and organizational infrastructure with transparency and fiscal discipline.

**Governance and Board Partnership** – A sophisticated understanding of the superintendent-board relationship, with the ability to operate effectively within policy governance frameworks while maintaining full compliance with state and federal law.

**Talent Development and Organizational Stability** – Experience recruiting, developing, and retaining high-quality leadership teams and fostering a culture of accountability and professional excellence.

**Community and Stakeholder Leadership** – The executive presence and communication skills necessary to lead in a highly visible public environment, engaging families, civic leaders, higher education institutions, and business partners with credibility and confidence.

**Equity, Access, and Student Outcomes** – A deep commitment to ensuring that all students—regardless of background—graduate prepared for college, career, and civic life, supported by systems that promote both academic rigor and opportunity.

Edinburg CISD seeks a superintendent who brings integrity, credibility, and demonstrated success in leading large public institutions. The next leader must be prepared to steward a district of significant size and regional importance while advancing academic excellence, operational effectiveness, and long-term sustainability for the students and community of Edinburg.

### **Minimum Qualification**

- Superintendent Certification
- Minimum 5 Years Classroom Experience
- Minimum 3 Years Principal Experience
- Minimum 5 Years Assistant/Associate Superintendent Experience; OR
  - Superintendent Experience
- Experience in Texas Public Schools

### **Preferred Qualification**

- Superintendent Experience
- Doctorate
- Bilingual
- Experience in both Academic and Operational/Financial facets of public Schools
- Shown Experience with Significant Community Engagement

### **Application Requirements**

- A Completed Application Form
- A Detailed Letter of Interest Specifying Qualifications and Motivation for Applying
- A One-Page Statement on the Philosophy of Education Administration
- A Current Resume or Curriculum Vitae
- A Copy of a Texas Superintendent Certification
- Statement or Evidence of Strong Community Engagement Skills

# **Application**

Candidates must apply online at:

<https://www.808west.com/current-searches>

**APPLICATION DEADLINE: June 12th, 2026 @12:00PM**



**APPLICATION FOR POSITION OF SUPERINTENDENT**

**Application is due on : June 12th, 2026 at 12:00PM (local time)**  
 Materials received after the deadline will not be considered.  
 The Board of Trustees is conducting a confidential superintendent search.  
**Applications must be submitted online on the search firm’s application portal:**  
<http://www.808west.com/application>

**CONTACT INFORMATION**

<i>Prefix</i>	<i>First Name</i>	<i>Middle Initial</i>	<i>Last Name</i>

<i>Street</i>	<i>City</i>	<i>State</i>	<i>Zip</i>

<i>Phone Number</i>	<i>E-Mail</i>

<i>Facebook</i>	<i>Twitter</i>
<i>Instagram</i>	<i>Other Social Media</i>

<i>List All Other Names You Have Used</i>

**CURRENT EMPLOYMENT**

<i>Employer</i>	<i>Position</i>

<i>Years at Current Position</i>	<i>Years With Current Employer</i>	<i>Current Salary &amp; Benefits</i>

**AVAILABILITY & EXPECTATIONS**

<i>Expected Salary and Benefits</i>

<i>Date Available to Start</i>	<i>Other Expectations</i>

**EDUCATION**

*Undergraduate Education*

<i>Institution</i>	
<i>Degree &amp; Major</i>	<i>Graduation Year</i>

*Graduate Education*

<i>Institution</i>	
<i>Degree &amp; Major</i>	<i>Graduation Year</i>

*Professional Education*

<i>Institution</i>	
<i>Degree &amp; Major</i>	<i>Graduation Year</i>

*Other Education*

<i>Institution</i>	
<i>Degree &amp; Major</i>	<i>Graduation Year</i>

**EMPLOYMENT HISTORY**

Please provide a comprehensive list of all full-time work experiences, encompassing roles within and beyond the educational sector, starting with your most recent past employment. If required, attach additional pages for extra information. Note that Board Members and References listed will only be contacted after receiving explicit consent from the candidate during the confidential search phase.

<i>Employer</i>		<i>Position</i>
<i>Start Date</i>	<i>End Date</i>	<i>Salary:</i>
<i>District Enrollment Population</i>	<i>Number of Campuses</i>	

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**AWARDS & LANGUAGE SKILLS**

Awards

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

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

**CIVIC/PROFESSIONAL ORGANIZATION MEMBERSHIPS**

<i>Organization</i>	
<i>Position</i>	<i>Years Active</i>

<i>Organization</i>	
<i>Position</i>	<i>Years Active</i>

<i>Organization</i>	
<i>Position</i>	<i>Years Active</i>

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</i>

## 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?

## **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 Edinburg CISD, 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: \_\_\_\_\_