



News Release

For Immediate Release
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NISD Board of Trustees Approves Leadership Profile for Future NISD Superintendent

At a special board meeting on April 18, the NISD Board of Trustees finalized and approved the Leadership Profile that will be used to recruit candidates for the superintendent position in Northwest ISD.

From February 21 through March 31, HYA Executive Search Firm conducted meetings with staff, students, administrators, and an online survey provided on the Northwest ISD website. The meetings, interviews, focus groups and survey was used to gather data to assist the Board in determining the primary qualities for the next superintendent. More than 325 people participated in face-to-face meetings and approximately 1,173 completed the online survey.

“We are very appreciative of the involvement from our community members through this process,” said Board President Josh Wright. “This feedback provides great insight into our community’s desires for the next leader of NISD. I hope each member of the NISD community understands how important they are and know that they had a voice in this process.”

The approved NISD Leadership Profile desired qualities follows:

After seeking input from administrators, community members, faculty, parents, students, and support staff, the Northwest ISD Board seeks a student-focused individual with integrity, who is an effective communicator with all stakeholders. This professional is a people person, who is passionate about providing excellent education for all students, while delivering instructional leadership based upon a career of classroom teaching and school district administration.

In addition, the successful candidate will have demonstrated effective high-level management experience in a fast-growing school district with the necessary financial management skills. The next leader of Northwest ISD will be transformational, visionary, authentic and grounded. This leader understands the pace of change while continuing to lead the improvement of a highly regarded school district that is becoming more diverse.

This outstanding collaborative leader listens effectively, openly seeks the input of others, and values staff, while demonstrating strong communication and decisive decision-making skills. The administrative style of the next superintendent of Northwest ISD will include a visible presence in schools and the community in an approachable manner.

Northwest ISD’s next executive leader will exemplify processes and techniques that delegate, empower and encourage with accountability. This approach will show the superintendent’s trust in the competent employees placed through an outstanding human resources approach of seeking and developing talent. The next team leader of NISD will be a team builder for the district and the community it serves through an open and transparent approach.

Further, the Northwest ISD seeks a superintendent who will:

- Listen to and effectively represent the interests and concerns of students, staff, parents, and community members.
- Foster a positive professional climate of mutual trust and respect among faculty, staff, and administrators.
- Be visible throughout the District and actively engaged in community life.

- Hold a deep understanding of the teaching/learning process and of the importance of educational technology.
- Have a clear vision of what is required to provide exemplary educational services and implement effective change.
- Recruit, employ, evaluate, and retain effective personnel throughout the District and its schools.
- Lead in an encouraging, participatory, and team-focused manner.
- Develop strong relationships with constituents, local government, area businesses, media, and community partners.

HYA Executive Search Firm will continue to solicit and recruit applicants, review applicants and nominees compared to the profile developed by the NISD community, and interview selected candidates. The slate of top candidates is expected to be presented to the Board of Trustees on June 6.

The complete report and executive summary of the presentation can be found at www.nisdtx.org/supersearch.