



HAZARD, YOUNG, ATTEA AND ASSOCIATES
EXECUTIVE SEARCH

Desired Characteristics/Leadership Profile of Superintendent of Schools

Garland Independent School District, Texas

Garland Independent School District's next superintendent will demonstrate the qualities of a decisive leader who actively manages the district on a day-to-day basis. This successful thinker and leader, when required, will make recommendations to the Board through data driven decisions. This individual will be able to manage the various and multiple needs of a district the size and complexity of Garland ISD.

This individual must be focused on student achievement outcomes with a commitment to integrity, and who is an effective and transparent communicator with all stakeholders. This professional is passionate about providing excellent education for all students, while promoting and overseeing instructional best practices based upon knowledge of research and successful educational leadership in public school district administration. The selected candidate has demonstrated academic success experience in a diverse environment as the teaching and learning leader, preferably in more than one setting.

This outstanding collaborative leader empowers staff and openly seeks the input of others, demonstrating the value of the students, staff and the community. The superintendent of the Garland Independent School District will be a people person, being visible, present and approachable throughout the District while successfully implementing the skills of a team builder.

The next superintendent will be a visionary individual, who is trustworthy and capable of building relationships based upon trust. Given the language diversity of Garland ISD, it would be helpful if the individual ultimately selected had a working knowledge of a second language.

Further, after seeking input from administrators, community members, faculty, parents, students, and support staff, the Garland Independent School District seeks a superintendent who has a proven track record of demonstrating the following competencies ...

- Foster a positive professional climate of mutual trust and respect among faculty, staff, and administrators. (Community Engagement (CE))
- Effectively plan and manage the long-term financial health of the District (Management (M))
- Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- Establish a culture of high expectations for all students and personnel (Vision Values (VV))
- Be visible throughout the District and actively engaged in community life (CE)

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- Understand and be sensitive to the needs of a diverse student population (Teaching Learning (TL))
- Provide transparent communication. (CE)

Approved by Garland Independent School District Board of Trustees 08.07.17

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