



RICHARDSON ISD

2022 SUPERINTENDENT SEARCH

www.RISD.org



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ABOUT RICHARDSON ISD

Founded in 1854 to educate the children of local farmers, small business owners, and others who had settled near the railroad just outside of Dallas, Richardson schools have been a focal point of our community for almost 170 years. Although the world has changed dramatically since railroads were the newest form of transportation across our country, the importance of a strong

educational system that provides children with skills to be productive citizens in our society is still a priority for our community.

The Richardson Independent School District has a long-standing reputation for educational excellence, and our district is continually recognized at both the state and national levels.



Richardson ISD
400 South Greenville Ave.
Richardson, TX 75081
www.RISD.org
469-593-0000

OUR SUCCESS IS ATTRIBUTABLE TO THE LEADERSHIP OF OUR ELECTED BOARD OF TRUSTEES, THE THOUSANDS OF PROFESSIONAL EDUCATORS WHO WORK DILIGENTLY TO GIVE EVERY CHILD THE BEST EDUCATION POSSIBLE, AND THE SUPPORT OF OUR PARENTS AND COMMUNITY WHO VALUE AND SET HIGH STANDARDS FOR THE CHILDREN IN RISD.



BOARD OF TRUSTEES



REGINA HARRIS
PRESIDENT
Single-Member
District 4



DEBBIE RENTERÍA
SECRETARY
Single-Member
District 3



MEGAN TIMME
Single-Member
District 1



VACANT SEAT
Single-Member
District 2
Runoff Election June 18



RACHEL MCGOWAN
Single-Member
District 5



ERIC EAGER
At Large
Place 6



CHRIS POTEET
At Large
Place 7

School boards and superintendents work as a team. Working together, board members set policies and priorities, and the superintendent and staff put those into action.

Richardson Independent School District voters elect board members to serve three-year terms that are staggered to ensure the board always includes experienced members. Five trustees represent specific geographic areas (known as single-member Districts), while two at large trustees represent the entire district. Service on the board is voluntary, and members must complete an extensive orientation as well as continued training throughout their terms. RISD trustees consistently exceed the minimum number of state-mandated training hours.

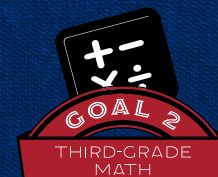
The board of trustees has the executive power and duty to govern and oversee the management of RISD. Acting as a collective body, the board sets the direction for the school district. Some of the board's general responsibilities include:

- Setting district policies and supporting administrators and teachers in the execution of those policies.
- Employing and evaluating the superintendent.
- Adopting the annual budget.
- Levying/collecting taxes and issuing bonds.
- Performing specific duties imposed by the state.

2024 BOARD GOALS



The percent of students who score at the meets level in 3rd grade reading will grow from 47% to 60% by June 2024.



The percent of students who score at the meets level in 3rd grade math will grow from 52% to 65% by June 2024.



Percent of students completing Algebra I and meeting standard on Algebra I EOC before entering high school will increase from 38% to 50% by June 2024.



CCMR indicator score for all students will increase from 65% to 79% by June 2024.



Graduation rate for all RISD students will increase from 88% to 98% by June 2024.



BELIEFS, MISSION, AND VISION OF RISD

The district's current strategic plan outlines the following:

BELIEFS

We believe that...

- It is necessary to meet all basic needs.
- All people have immeasurable value and deserve respect.
- All people have something unique to contribute.
- All people have the freedom to choose their path.
- Embracing our differences strengthens us, and leveraging our differences propels us.
- All people need meaningful relationships to build valuable connections and inspire a sense of community.
- Serving others strengthens our local and global communities.
- All people can continuously learn, adapt, and grow.
- Failures are valuable opportunities to explore, learn, and succeed.
- We strengthen our future by nurturing and preparing all children and youth.

MISSION

The mission of Richardson Independent School District is to ensure that ALL students connect, learn, grow, and succeed through relevant and personalized learning experiences distinguished by:

- a welcoming and accepting climate
- a safe, innovative, and adaptive environment Student Learning Design
- a supportive, collaborative, and invested culture among students, staff, families, and community

VISION

WHERE ALL STUDENTS CONNECT, LEARN, GROW AND SUCCEED



DEMOGRAPHICS

37,633
Students
in 2021-22

55 Schools

31 TITLE I SCHOOLS
16 BILINGUAL CAMPUSES

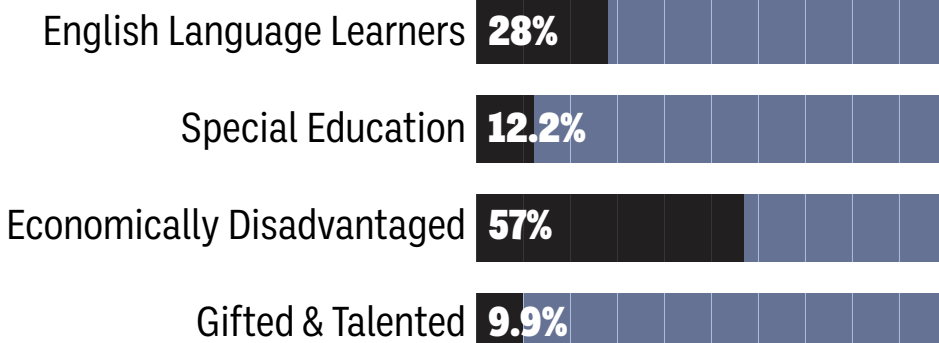
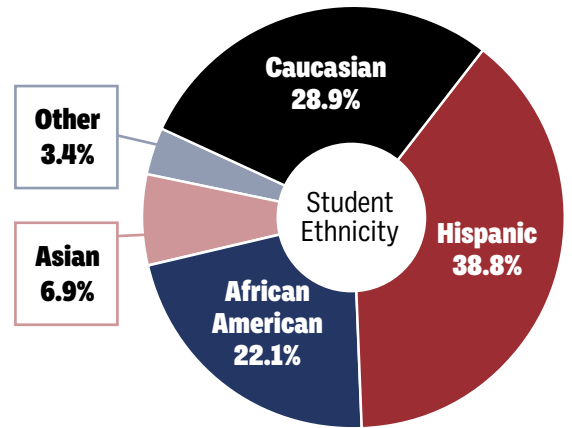


41 Elementary 8 Junior High 4 High School 2 Alternative

Approximately
5,700
Employees

RISD is home to more than
11,000 bilingual students
who speak at least
76 different languages and dialects.

The top languages spoken in RISD after English include
**Spanish, Arabic, Amharic,
Vietnamese, Pashto, and Urdu.**



RISD covers 46 square miles in Dallas County and includes portions of the cities of
**Richardson, Dallas,
and Garland.**

240,000
people reside within RISD boundaries

RISD PROGRAMS



ACADEMIC DECATHLON

Academic Decathlon is comprised of elite academic teams that learn better study habits and have fun and compete with the best teams from across the state.

ADVANCED LEARNING PROGRAMS AND SERVICES

Richardson ISD believes that each student should have the opportunity to maximize their potential ability. In support of this tenet, RISD provides a flexible program that accommodates the special needs, abilities and interests of the gifted students through the modification of depth, complexity and pacing in the general school program. Distinguishing features of the curriculum are that it is appropriately differentiated for the gifted, it is connected across grade levels and articulated K-12, it is substantive in subject matter and it is linked meaningfully to the regular curriculum.

AVID - COLLEGE READINESS SYSTEM

AVID, which stands for Advancement Via Individual Determination, is an academic system dedicated to closing the expectation gap and opportunity gap so all RISD students are prepared and ready for college and career. AVID began in RISD in 2003 and aligns with specific campus goals to accelerate and enhance the work already occurring daily.



CAREER AND TECHNICAL EDUCATION

CTE prepares all students for the world of work through intentional and meaningful career focused programs of study. Students experience real-world learning environments in all of our industry specific programming.

DALLAS COUNTY PROMISE

Dallas County Promise helps students at all four RISD high schools succeed in college and careers they're passionate about, and helps students prepare to advance professionally. With tuition assistance, success coaching, and advising, the Promise is to support students in earning credentials in the form of a career certification, associate's degree or bachelor's degree.

DECA

DECA prepares emerging leaders and entrepreneurs in marketing, finance, hospitality and management in high schools and colleges around the globe.

MAGNET SCHOOLS

RISD magnet schools serve to offer choices to families seeking educational alternatives or targeted programming not available at an attendance area school. Fundamentally, magnet schools share two characteristics: they accept students from across various attendance boundaries, and they enhance programs and extend specific curricula to attract families to the school.



PRE-K FOR ALL

High-quality Pre-K is a proven intervention to achieve educational equity. RISD offers Pre-K for 3-year-olds and 4-year-olds at nearly every elementary campus.

P-TECH

The Texas College and Career Readiness School Models are open enrollment programs that blend high school and college coursework to help historically underserved and at-risk students develop technical skills, earn college credentials and degrees, and pursue in-demand career paths. In RISD, there are multiple pathways at each high school, including an associate's degree in business, criminal justice, or applied science in construction technology; healthcare careers; and core college class completion.

STEM

In collaboration with community and industry partners, RISD provides students with advanced STEM-focused academics, STEM learning experiences, and the support needed to graduate high school more prepared for college and career success.



FISCAL RESPONSIBILITY

RISD carries the highest available bond ratings of school districts in Texas:

Aaa from Moody's Investors Service
AA+ from Standard & Poor's

RISD operates on a five-year bond cycle to fund capital projects and equipment with another bond package expected to be on the ballot in 2026.

RISD voters have approved every bond referendum in district history, dating back to 1913.

About 63% of the electorate voted to approve a \$750 million bond package in May 2021.

BOND 2021
ONE VISION



RISD voters approved a tax ratification election in 2018, allowing the district to **maximize state revenue and local property tax revenue.**

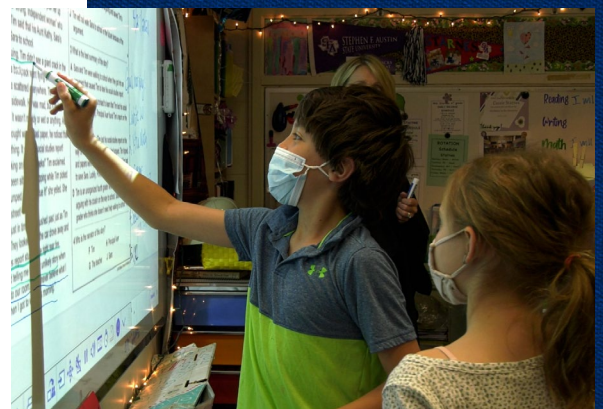
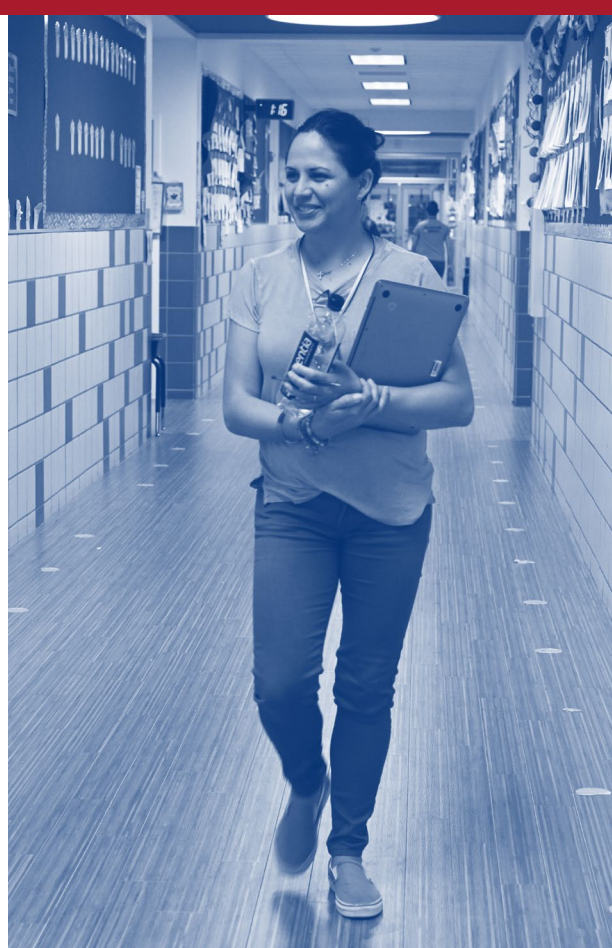
RISD continues to adjust its teacher and staff salary ranges to stay competitive in the **Teacher Incentive Allotment - TIA.**

www.risd.org/tiaoverview



POINTS OF PRIDE

- Seven 2022 RISD seniors were named national Dell Scholars, raising the total number of **RISD Dell Scholars to 76 since 2009**.
- RISD has been named one of the **Best Communities for Music Education in America** for 11 consecutive years.
- RISD was a **semi-finalist for the 2022 H-E-B Excellence in Education award**.
- 2020 **Region 10 Secondary Teacher of the Year**.
- 2018 **Region 10 Elementary Teacher of the Year**.
- 2021 **HOSA state champion** in Medical Law and Ethics.
- 2022 **Texas Japanese speech contest winner**.
- **First overall in 2022 Texas Academic Decathlon**.
- 2022 **VEX Robotics state champions**.
- More than **60 Academic All State Athletes** in 2021-22 and a McDonald's All American and the Texas Gatorade Boys Basketball Player of the Year for the '21-'22 season.
- More than **\$44 million in grants** received in fiscal 2022.
- Partners for All - **strong community of business/corporate and faith-based volunteers** who support the vision and mission of the district. www.risd.org/partnersforall
- **The Richardson ISD Foundation** has awarded hundreds of grants and scholarships to schools and staff members over the years. www.richardsonisdfoundation.org
- RISD received a state rating of **88 (B+)** on the most recent Texas accountability ratings in 2019. 48 of 52 ratings-eligible campuses received a rating of C or higher.



SUPERINTENDENT PROFILE

BASED ON FEEDBACK COLLECTED FROM RICHARDSON ISD STAKEHOLDERS, THE FOLLOWING IS A HIGH-LEVEL OVERVIEW OF THE PROFILE OF THE IDEAL CANDIDATE FOR THE ROLE OF SUPERINTENDENT OF RICHARDSON ISD.

WE SEEK A TRULY EXPERIENCED AND DYNAMIC LEADER TO GUIDE THE SCHOOL SYSTEM INTO THE FUTURE.

A LEADER WHO CAN RELATE TO RICHARDSON ISD

We need a leader with experience in school districts with similar enrollment demographics who can understand the vibrant strength of a diverse District. Preferably the leader is someone who understands the dynamics and culture of Richardson ISD or similar districts.

A LEADER WITH WELL-ROUNDED EXPERIENCES

We need a leader with strong experiences in the academic environment of a school district but who also understands and has familiarity with operations, education, finance, and facilities. Specifically, we need a leader who has also been in the classroom.

A LEADER FAMILIAR WITH TEXAS

While the Superintendent Search is open to applicants across the country, we seek a leader who has some experience working in Texas public schools and understands the unique challenges Texas school districts are currently facing.

A LEADER WITH STRONG ACADEMIC CONVICTION

We need a leader who will build on Richardson ISD's record of academic excellence, bringing rigor and focus to preparing students for academic success. The leader wanted is one who will embrace that Richardson ISD is where ALL students connect, learn, grow, and succeed.

A LEADER WHO WILL CREATE WORLD-CLASS STUDENTS

We need a leader who will prepare and equip our children to become world-class students who can succeed not just academically but also be socially competent in a multicultural society, prepared for the workforce, and ready to succeed in any environment.

A LEADER WHO RECOGNIZES THE IMPORTANCE OF WELL BEING

We need a leader who will provide support for those who need it to be well-rounded and prepared learners by ensuring that students who need awareness and competency of social and emotional skills have the resources at school to enable them to learn.

A LEADER WHO WILL BUILD COMMUNITY CONSENSUS

We need a leader ready to build bridges and community consensus on key important issues and challenges facing school districts— and who recognizes that issues important to different stakeholders are not mutually exclusive and each has value.

A FOCUSED LEADER

We need a leader who will prioritize student achievement, parent/student communication, school security, and school funding issues, as well as someone who can build and gain the community's trust by focusing on what is important to the community.

A LEADER WHO HAS CLIMBED THE RANKS

We need a leader who has shared experiences with current staff, someone who is a classroom teacher at heart but has also been a principal, deputy superintendent, or Superintendent. We want someone who understands these challenges through their own experiences.

A COLLABORATIVE AND TRANSFORMATIONAL LEADER

We need a leader who will lead by using consensus-building and other group processes to arrive at mutually beneficial decisions and inspire their team with a shared vision of the future.

A STRONG, ACCESSIBLE COMMUNICATOR

We need a leader who is a strong communicator and who can articulate and sell the District's mission and vision to students, parents, and the broader community. A leader who is accessible, involved, and plants roots in the Richardson ISD community.

AN INVOLVED LEADER

We need a leader who is willing to build roots in our community. Someone who will engage District partners, whether they be elected community leaders, corporate leaders, faith leaders, or anyone else who is ready to be part of and be partners in education.

A LEADER WHO WILL BUILD ON CURRENT SUCCESS

We need a leader who can recognize the inherent good that has made Richardson ISD a leader in education and build on this success by continuing to develop with what is already at Richardson ISD. Someone who can continue to build our talent and who takes the time to learn from those already here.

SUPERINTENDENT APPLICATION

APPLICATION PROCESS

The application deadline is June 28, 2022, at 5:00 p.m. (CST). The anticipated start date for the new Superintendent is August 9, 2022, although applicants may be requested to start earlier.

SUBMISSION MATERIALS

- A detailed letter of interest indicating qualifications and reasons for interest in the position.
- A complete application.
- Statement of philosophy of education administration.
- Current resume or curriculum vitae.
- Post-secondary education transcripts.
- Copy of Superintendent certificate.
- Three letters of reference.

MINIMUM QUALIFICATIONS

- Fifteen years of experience in education.
- Three years of classroom experience.
- Experienced having served at least three years as an area Superintendent, Deputy Superintendent, Assistant Superintendent, or equivalent.
- Certified as a Superintendent by a state agency in the country or be eligible for emergency certification in Texas and fully certified in Texas within one year of being hired.

PREFERRED QUALIFICATIONS

- Superintendent experience.
- Principal experience.
- Knowledge of Texas school law, finance, curriculum, and accountability.

Please submit completed application materials and documentation online at:

www.808west.com/current-searches

Or by mailing a complete application to:

O'Hanlon, Demerath & Castillo
808 West Avenue
Austin, Texas 78701

Phone: 512-494-9949
Fax: 512-494-9919
Email: search@808west.com



Please return the completed and signed application form with other application materials to:

O'Hanlon, Demerath & Castillo
808 West Avenue Austin, Texas 78701
Phone: 512-494-9949; Fax: 512-494-9919
Email: search@808west.com

Or Via the law firm's website at <http://www.808west.com/application>

ALL APPLICATION MATERIALS ARE DUE BY June 28, 2022 AT 5:00 PM (CST).
MATERIALS RECEIVED AFTER THE DEADLINE MAY NOT BE CONSIDERED
THE BOARD IS CONDUCTING A CONFIDENTIAL SUPERINTENDENT SEARCH

Application for Position of Superintendent

Contact Information

Last Name: _____ First Name: _____ Middle: _____

Home Address: _____

City, State, Zip: _____

Personal Phone: _____ Fax: _____ Personal E-mail: _____

List all other names you have used: _____

Higher Education

List all institutions of higher education you have attended, with the most recent first. (Attach supplemental pages, if necessary.)

Institution: _____

Graduation _____ Date: _____

Degree and Major: _____

Institution: _____

Graduation _____ Date: _____

Degree and Major: _____

Institution: _____
Graduation _____ Date: _____
Degree and Major: _____

Institution: _____
Graduation _____ Date: _____
Degree and Major: _____

Employment History

*List all full-time experience, both in and outside the field of education, beginning with your current or most-recent position. (Attach supplemental pages, if necessary.) **Board Members and References provided will not be contacted until approval is first given by candidate during the confidential search process.***

Employer: _____
Position(s): _____
District Student Enrollment: _____
Start /End Date: _____ Salary: _____

Employer: _____
Position(s): _____
District Student Enrollment: _____
Start /End Date: _____ Salary: _____

Employer: _____
Position(s): _____
District Student Enrollment: _____
Start /End Date: _____ Salary: _____

Employer: _____
Position(s): _____
District Student Enrollment: _____
Start /End Date: _____ Salary: _____

Current Employment

Length of Present Contract: _____

Present Contract Expiration Date: _____

Current Salary & Benefits/ _____

Expected Salary & Benefits

Date Available to Work: _____

Do you currently hold a Superintendent Certification? (yes/no): _____

If NO, are you eligible to take the Superintendent Exam?(yes/ _____

no): Honors/ Awards / Community Service: _____

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. Have you ever left any education-related employment, voluntarily or involuntarily, while the subject of an inquiry, review, or investigation of alleged misconduct or alleged violation of professional standards of conduct?
- _____ 2. Are you currently the subject of an inquiry, review or investigation for alleged misconduct or alleged violation of professional standards of conduct?
- _____ 3. 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. Have you ever been denied a professional license for which you applied or granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct?
- _____ 5. Have you ever surrendered a professional license of any kind before its expiration?
- _____ 6. Have you ever been disciplined by any public agency responsible for licensure of any kind, including but not limited to educational licensure?
- _____ 7. Have you ever been convicted of a felony or misdemeanor offense relating to the duties and responsibilities of the education profession, including: (1) an offense involving moral turpitude; (2) an offense involving a form of sexual or physical abuse of a minor or student or other illegal conduct in which the victim is a minor or student; (3) a felony offense involving the possession, transfer, sale, or distribution of or conspiracy to possess, transfer, sell, or distribute a controlled substance, as defined by Chapter 481, Health and Safety Code, or by 21 U.S.C. Section 801 et seq.; (4) an offense involving the illegal transfer, appropriation, or use of school district funds or other

district property; or (5) an offense involving an attempt by fraudulent or unauthorized means to obtain or alter a professional certificate or license issued under Tex. Educ. Code chapter 21?

_____ 8. 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. Have you ever entered a plea of guilty or no contest relative to any charge for an offense listed in questions 8 or 9 above?

_____ 10. 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. Have you ever been the subject of a substantiated report of abuse or neglect involving a student or minor child?

_____ 12. Are you currently the subject of an ongoing investigation related to a report of abuse or neglect involving a student or minor child?

Language Skills

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

Authorization and Verification

I hereby authorize all my current and former employers who are education providers to disclose the (a) dates of my employment; (b) whether I was the subject of any substantiated reports of child abuse or sexual conduct related to my employment; (c) the dates of any substantiated reports; (d) the definitions of child abuse and sexual conduct used by the education provider when the determination was made that any reports were substantiated; and (e) the definitions of child abuse and sexual conduct used by my education provider employer to determine whether any reports were substantiated.

I hereby authorize my current or former education provider employers to release any disciplinary records of a crime listed in Tex. Educ. Code §§ 21.058 and 21.060 for which I was convicted.

I authorize my references, current and past employers and educational institutions, and anyone else who has information about my work history, education qualifications, or fitness to provide such information to Richardson ISD for which I have completed an employment application. I release the school district and all persons providing this information to the school district from any liability whatsoever for obtaining and providing that information, regardless of the results.

I acknowledge that semi-finalists in this superintendent search may be subject to criminal records check by the school district and a license review through the relevant state licensing agency related to my employment.

I acknowledge that the school district may conduct an Internet search, reference checks, background investigations and confirmation of employment as a part of this application.

The information that I have provided in this application is true and accurate to the best of my knowledge. I have answered all of the questions to the best of my ability and I have not knowingly withheld information that would negatively affect my application. Any misrepresentations or omissions of fact in this application, any materials submitted with this application, or during interviews may be cause for rejection of this application or subsequent termination from employment, if hired.

Signed

Date

Name (Printed)

Please return the completed and signed application form with other application materials to:

O'Hanlon, Demerath & Castillo

808 West Avenue

Austin, Texas 78701

Phone: 512-494-9949

Fax: 512-494-9919

Email: search@808west.com

Or Via the law firm's website at <http://www.808west.com/application>

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