

London Independent School District Leadership Profile



Application: Superintendent

VISION STATEMENT

London ISD is an innovative community, engaging students to contribute, lead, and impact their world.

MISSION STATEMENT

In partnership with families, students, and staff, our London ISD Pirate community provides a challenging and caring learning environment. We foster the development of the whole child by building character and self-confidence. Our curriculum provides compelling learning experiences to inspire our students to contribute, lead, and impact their world.

DISTRICT BACKGROUND

London ISD, a public school district nestled in Nueces County amidst vast farmland and ranches, serves as the educational heart of the community. Covering 98 square miles, it educates over 1700 students from Pre-K to 12th grade. With a focus on academic excellence, LISD consistently surpasses local, regional, and state standards, boasting a 100% graduation rate in 2021-22. In addition to its academic achievements, London ISD has consistently placed in the top 10 among 3A schools in the statewide UIL Lone Star Cup Competition. In 2023, a first-place tiebreaker resulted in a second-place overall finish. Beyond academics, LISD fosters an innovative community where students are empowered to lead and make a positive impact. The district's holistic mission emphasizes character development and self-confidence, offering diverse special programs such as Band, Choir, and Ag. After-school activities, including sports and academic clubs, further enrich students' experiences. Parent and community involvement ensure LISD's continued success, supported by recent bond passage that will create infrastructure improvements and technology upgrades facilitated by community engagement.



JG Consulting has engaged with the London Independent School District (LISD) to recruit candidates to serve as the Superintendent.

Confidential Search: Only the Lone Finalist will be named

The London Independent School District (LISD) Board of Trustees is seeking a committed, family and community-oriented leader to serve as the Superintendent (Superintendent Certification preferred). A successful candidate should possess the following characteristics and qualifications:

- An honest and transparent servant leader with an appreciation of London’s history, traditions and diverse demographics, with a commitment to working authentically with the entire London community to ensure student success is prioritized and accomplished through this time of unprecedented growth;
- An experienced superintendent or senior-level leader who can demonstrate success in academic achievement for all student groups in a district larger than London or one similar in size, makeup and growth;
- A compassionate caretaker committed to supporting student needs beyond academics to ensure all are healthy, safe and inspired to develop their strengths and interests to become successful at school, work and life after graduation;
- A highly visible and engaged ambassador willing to nurture and to become an integral part of the family and community culture of London, to champion London as the “district of choice” in the ever-changing area, and to stand up publicly at the local, state, and federal levels on behalf of our students and staff;
- A strategic-thinking executive adept at implementing a facilities bond effectively and efficiently and is experienced in thoughtfully steering a district through the creation of a second elementary school;
- A forward-thinking individual with a record of generating and supporting partnerships with businesses, organizations, other districts, higher education systems and service industries to create and grow opportunities that prepare students for life and work after high school graduation;
- A confident and strong manager who utilizes data to hold staff and students accountable by setting clear expectations and consequences regarding academics, discipline and behavior and implementing them with consistency, equity and fairness;
- An authentic listener who excels at communicating with diverse parents, students, staff and community members;

- A skilled manager who is knowledgeable in the state’s educational accountability and financial systems and who has demonstrated strengths in hiring, training, rewarding and retaining high-quality leaders and teachers;
- A cheerleader for London who is committed to longevity and willing to spend time educating the public about district activities/initiatives and opportunities while also celebrating student successes in academics and beyond;
- An inspirational consensus builder who is approachable and trustworthy, who inspires students, teachers, staff, and the community to work together as partners to achieve the full potential of all London students;
- A problem-solver who is not afraid of conflict but is adept at conflict resolution and open to opportunities for personal and professional growth;
- An innovative leader who is willing to take risks and develop creative academic, co-curricular and extra-curricular programming to meet the unique needs of all students.
- An enthusiastic supporter of the school district’s extracurricular competitive endeavors, athletic and academic, willing and able to direct the use of district resources to “make it happen” and meet the needs of our competitive programs.

CONDITIONS OF EMPLOYMENT

Candidates must have or be qualified to obtain the Texas Superintendency Certificate. To receive the standard Superintendent Certificate, candidates must hold, at a minimum, a principal certificate or the equivalent issued under this title or by another state or country. Questions regarding certification should be directed to the Texas Education Agency; please contact (512) 463-9734. Background checks and fingerprinting are required for hire.

Selection Process

All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by the law. After all applications are reviewed and preliminary interviews are conducted by JG Consulting, the names of the candidates will be presented to the London ISD Board of Trustees for its consideration to conduct additional interviews. The first and final rounds of interviews will be in closed session with the Board of Trustees.



Salary and Benefits: Negotiable; commensurate with experience

Criminal History/Background: Required **Fingerprinting:** Required

The online application should include one (1) PDF file with the following documents in this order:

- Letter of Interest
- Current Resume
- List of References
- College/University Transcripts

Electronic submittal is required: <https://careers.jgconsulting.us/jobs/Careers>

A reply email will be sent to confirm submission has been received.

Application Deadline: TBD

Desired Beginning Date: Based on timeline

JG Consulting is conducting the executive search:

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Applicants are not to contact any members of the Board.

The final selection is the sole responsibility of Board of Trustees. For clarification and application inquiries, call (888) 765-3731. London Independent School District does not discriminate against race, religious creed, color, national origin, age, ancestry, physical and/or mental disability, medical condition (including HIV and AIDS), genetic information, marital status, sex (childbirth, breastfeeding and medical conditions related to pregnancy, childbirth, or breastfeeding), gender, gender identity, gender expression, age, sexual orientation, and military and/or veteran status.

SEARCH ACTIVITIES	TIMELINE*
Planning discussion to initiate the Superintendent search with Board Members and Search Committee.	
Internal and external community-related meetings: <ul style="list-style-type: none"> • Meet with each board member individually • Search Committee meetings conducted by search firm (in-person, Zoom, and conference calls) • Online survey - closed • Engagement meetings to solicit feedback for the desired characteristics and traits of the next Superintendent can continue during each phase of the executive search 	
Present formal scope of work and preliminary job profile to the Board of Trustees for approval and/or necessary modifications; research recruiting channels within PreK-12 and external networks; define marketing and recruiting strategies	
Candidate Application Portal is open <ul style="list-style-type: none"> • Marketing and recruiting activities • Local, state, regional, and national publications • Other education publications and websites • Campaigns: virtual meetings and in-person recruitment 	March 20
Application Deadline	April 15
Candidate review in closed session	April 22
Candidate Interviews: <ul style="list-style-type: none"> Round 1 in closed session Round 2 in closed session Deliberation & Lone Finalist named Approve Contract 	April 30 - May 1 May 3 - 4 May 4 June 3