



MANSFIELD INDEPENDENT SCHOOL DISTRICT

Superintendent Leadership Profile

MISSION

To inspire and educate students to be productive citizens.

VISION

A destination district committed to excellence.

VALUES

- Students First
- Continuous Improvement
- Integrity
- Communication
- Positive Relationships
- Resiliency

DISTRICT BACKGROUND

Mansfield Independent School District is a premiere school district located in the Dallas-Fort Worth Metroplex. The district encompasses more than 94 square miles serving students in the city of Mansfield and sections of Arlington, Grand Prairie, Burleson, Fort Worth, Venus, Alvarado and Kennedale.

Mansfield ISD has 49 schools serving more than 35,000 students - one pre-kindergarten academy, 24 elementary schools (grades K-4), seven intermediate schools (grades 5-6), seven middle schools (grades 7-8), two standalone STEM academies, five traditional high schools, one career and technology academy, one alternative education center and one early college high school.

The District is proud of their diverse and multicultural population. There are more than 85 languages other than English spoken in the district. Even though MISD is a large school district, it still maintains its hometown feel with different events to bring the community together.

JG Consulting has engaged with Mansfield Independent School District to recruit candidates to serve as the Superintendent.

The Mansfield Independent School District Board of Trustees seeks an experienced, visionary, and student-centered leader who is dedicated to fostering an environment of academic excellence, staff empowerment, and community engagement. The next superintendent will be a highly visible and approachable leader, committed to building strong relationships with students, staff, parents, and community stakeholders.

This individual will collaborate with the Board of Trustees, business leaders, and the broader community to ensure the success of every student. The superintendent must demonstrate a proven track record of effective leadership, financial stewardship, and strategic planning while cultivating a culture of trust, transparency, collaboration, and accountability.

A successful candidate will embody the following qualities and competencies:

- Demonstrated success leading a large and diverse school district comparable to Mansfield ISD, with the ability to sustain high performance while managing rapid demographic and community change
- Experience serving in senior district leadership, such as a Superintendent, Deputy Superintendent, Associate Superintendent, or an equivalent central office executive role, with at least five years of high-level responsibility overseeing major divisions or systems
- A strong instructional background with a proven record of raising student achievement, closing gaps, and ensuring that learning, equity, and the whole child remain at the center of every decision
- A track record of improving outcomes for all student groups, including multilingual learners, economically disadvantaged students, and students receiving special education services
- Ability to build trust, unity, and shared purpose by engaging openly and transparently with staff, families, students, and community members across all parts of the district
- Skilled communication abilities, including careful listening, empathy, clarity, and consistent visibility in schools, neighborhoods, and community events
- Deep understanding of school finance, budgeting, resource allocation, and long-term fiscal stewardship, with the ability to maintain financial health, maximize resources, and communicate transparently about funding decisions
- Politically savvy and knowledge of governance, including the judgment and diplomacy needed to navigate complex Board relationships, and community expectations while staying focused on students
- Experience developing, implementing, and monitoring long-term strategic plans; including academic, operational, and community-based initiatives; aligned to district goals, accountability expectations, and emerging workforce needs

- Commitment to supporting, developing, and retaining talented teachers and staff by fostering a positive, stable, inclusive, and empowering culture where people feel valued and heard
- Recognized for steady, ethical, and dependable leadership during times of challenge or transition, with the temperament to remain calm, thoughtful, and solutions-oriented
- Proven ability to lead effectively through demographic shifts while honoring Mansfield ISD's legacy, values, and longstanding community identity
- Demonstrated success forming strong partnerships with businesses, higher education, community organizations, civic groups, and faith-based leaders to expand opportunities for students and strengthen the local economy
- Ability to unify diverse constituencies, bridge divides, and cultivate a shared "true north" for the district's future, even amid political pressures or differing viewpoints
- Experience working effectively in communities composed of multiple municipalities, understanding geographic differences, varied school needs, and the importance of equitable access across feeder patterns
- Knowledge of Texas school law, finance, accountability, and political dynamics, or the ability to learn them quickly and operate effectively within the state's environment
- Commitment to transparency, accountability, and data-driven decision-making that supports continuous improvement and ensures all campuses receive the support they need
- Authentic presence as a visible, approachable leader who shows up for students, families, and staff, engaging meaningfully in campuses, events, and the broader community
- Respected for integrity, humility, consistency, and an unwavering commitment to serving students above all else
- Doctoral degree required; superintendent certification required or eligible.

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 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.

Salary and Benefits: Negotiable; commensurate with experience

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

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

- Letter of Interest
- Current Resume
- References (List or Letters)
- College/University Transcripts

DO NOT SUBMIT WORD DOCUMENTS.

Electronic submittal is required:

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

Application Deadline: January 9, 2026 **Desired Beginning Date:** March 2, 2026

JG Consulting is conducting the executive search:

James Guerra
Chief Executive Officer

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Jacob Wilson
Chief of Staff

C: (407) 484-8937

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Lisa Goodell
Chief Administrative Officer

C: (512) 789-8902

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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. Mansfield ISD 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.	October
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 December 2nd) • Engagement meetings to solicit feedback for the desired characteristics and traits of the next Superintendent can continue during each phase of the executive search 	October 8 - December 5
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	December 12
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 	December 13
Application Deadline	January 9
Candidate review in closed session	January 13*
Candidate Interviews: <ul style="list-style-type: none"> Round 1 in closed session Round 2 in closed session Deliberation & Lone Finalist named 	January 21-22 January 30-31 February 3