

Job Description & Qualifications
Superintendent/CEO
IDEA Public Schools

Job Title: Superintendent/CEO
Reports To: Board of Directors of IDEA Public Schools

Summary:

The Board of Directors of IDEA Public Schools seeks a proven executive leader who is committed to our mission and embodies our core values. The Superintendent/CEO will quickly and accurately identify the key elements that have contributed to the success of IDEA Public Schools and build on those strengths, while evolving and adapting to a changing educational landscape across diverse communities and in multiple regions and states.

Characteristics of Superintendent/CEO:

Outstanding candidates for this role will possess the following characteristics:

- Visionary leadership that can invest internal and external stakeholders in our mission of college for all.
- Ability to sustain and foster a strong organizational culture and alignment across all of our **10,000 employees**.
- Experience leading large and complex organizations with diverse operational and regulatory environments.
- Ability to develop strategy, align resources, implement plans with fidelity, assess progress, and address gaps to achieve strong and consistently high results across all functional areas.
- An unwavering commitment to upholding and fulfilling all fiduciary responsibilities with integrity.
- Excellent written and verbal communication skills.
- Impeccable credibility and ability to create and maintain strong relationships built on trust and transparency with staff, students, families, funders, and public officials.

The Superintendent/CEO must currently live in or be willing to relocate to one of the following Texas regions: Austin, San Antonio, or Rio Grande Valley preferred (other major Texas regions may be considered). Additionally, the Superintendent/CEO should expect regular travel to IDEA's other regions of operation in Texas, Louisiana, Florida, Ohio and Arkansas.

Responsibilities and Duties:

- Embrace accountability for the success of every IDEA student.

- Effectively and prudently manage a \$1 billion budget and direct academic, operational, and institutional priorities of our organization.
- Work strategically with an engaged and effective Board and guide IDEA's evolution and continuous innovation and improvement.
- Understand all aspects of the academic, operational, and financial functions of the organization and regularly evaluate their impact on our organizational goals.
- Demonstrate skill in anticipating, managing, and resolving conflict.
- Promote goal-oriented performance across all teams.
- Ensure IDEA has the human capital necessary to carry out all school and organizational functions effectively and within budget across all regions and states.
- Promote a positive work environment that fosters high staff morale and excellence.
- Implement Board policy and develop administrative procedures and regulations to manage school operations. Recommend policy updates and adoptions to the Board.
- Remain informed of developments in local, state, and federal laws and policies and ensure compliance with all applicable requirements.
- Ensure all school facilities are properly maintained and that adequate provision is made for the safety of students, employees, and other users of school facilities.
- Communicate with legal counsel on litigation and compliance matters as directed by the Board.

Qualifications:

Education/Certification:

- Master's or Doctoral degree in business, management, educational administration preferred. (MBA, JD or exit level degree in other fields also considered)
- Texas (or other state) superintendent certificate, other appropriate certification preferred, or demonstrated executive experience may be substituted.

Preferred Knowledge/Skills/Abilities:

- Thorough knowledge of school law, school finance, curriculum and instruction, or school rating/accountability systems. For non-educator applicants, demonstrated knowledge of compliance and complex regulatory environments, connections with education and non-profit sector work may substitute.
- Ability to manage budget and personnel.
- Ability to cultivate a safe, collaborative, inclusive and empowering culture and climate.
- An established understanding and commitment to diversity, equity, and inclusion.
- Ability to interpret policy, procedures, and data.
- Exceptional organizational, communication, public relations, and interpersonal skills.

IDEA Public Schools Core Values

We Act with Integrity

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details - the 'small stuff' - that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.