



2025 Superintendent Search

Hidalgo ISD



Application Deadline:

May 9, 2025 @ 12:00PM

For More Information:

www.hidalgo-isd.org

Our District



Hidalgo Independent School District (HISD) is a committed educational community serving approximately 2,700 students as of the 2023-2024 academic year. The district operates 6 campuses, including Hidalgo Early College High School. Located in Hidalgo, Texas, HISD is dedicated to providing quality education and fostering a supportive learning environment for all students. The district's focus on academic excellence, community engagement, and student development reflects its mission to prepare learners for success in an ever-changing world.

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Our Community



Hidalgo Independent School District (HISD) is strategically located in the city of Hidalgo, Texas, situated along the U.S.-Mexico border in the Rio Grande Valley. The district serves a vibrant and culturally rich community that reflects the diverse heritage of South Texas. Spanning the South Texas Border., HISD's geographical coverage includes residential neighborhoods, commercial areas, and key infrastructural routes, fostering a well-connected and accessible educational environment.

Hidalgo's proximity to the international border and the city of McAllen offers unique opportunities for cross-cultural engagement, economic development, and partnerships with local businesses and civic organizations. The community's economy is supported by international trade, retail commerce, and a growing tourism sector, all of which contribute to the district's ability to provide a comprehensive and enriching educational experience.

The area is characterized by a strong sense of community pride, a commitment to family values, and a focus on academic achievement. HISD leverages these attributes to build partnerships that enhance educational opportunities, from bilingual programs to initiatives promoting STEM education and workforce readiness.

In summary, Hidalgo Independent School District's unique positioning at the crossroads of international trade and local heritage provides a dynamic foundation for delivering quality education tailored to the needs and aspirations of its diverse community.

Our Students

Demographics

Race and ethnicity

Total students

2,836

African American

0 (0%)

Statewide: 12.8%

American Indian

0 (0%)

Statewide: 0.3%

Asian

0 (0%)

Statewide: 4.8%

Hispanic

2,835 (100%)

Statewide: 52.8%

Pacific Islander

0 (0%)

Statewide: 0.2%

White

1 (0%)

Statewide: 26.3%

Two or more races

0 (0%)

Statewide: 2.9%

African American

0%

American Indian

0%

Asian

0%

Hispanic

100.0%

Pacific Islander

0%

White

0%

Two or more races

0%

Risk factors

A student is **identified as being at risk of dropping out of school** based on state-defined criteria. A student is defined as "economically disadvantaged" if he or she is eligible for free or reduced-price lunch or other public assistance.

At-risk students

78.4 %

Statewide: 53.5%

Economically disadvantaged

88.6 %

Statewide: 60.7%

Limited English proficiency

64.8 %

Statewide: 21.7%

At-risk students

78.4%

Econ. disadvantaged

88.6%

Limited Eng. proficiency

64.8%

Enrollment by program

A look at the percentage of students enrolled in certain programs offered at schools for the **2021-2022** school year. A student can be enrolled in more than one program.

Bilingual/ESL

71.6 %

Statewide: 21.9%

Gifted and Talented

9.6 %

Statewide: 8%

Special Education

8.7 %

Statewide: 11.6%

Bilingual/ESL

71.6%

Gifted and talented

9.6%

Special education

8.7%



Who We Want

The Hidalgo Independent School District (HISD) community is seeking a committed, student-focused leader with a passion for education and a deep appreciation for the unique cultural and economic landscape of the Rio Grande Valley to serve as the next Superintendent of Schools.

Our ideal candidate will possess the following qualifications, characteristics, and skills:

- **Experienced Educator:** A leader with a proven track record of enhancing academic achievement and fostering a positive learning environment. Experience in diverse and multilingual settings is highly preferred.
- **Strategic Innovator:** A visionary leader who can expand existing programs, embrace innovative instructional practices, and adapt to the evolving educational needs of HISD.
- **Community-Oriented Leader:** A superintendent who understands the values and culture of the Hidalgo community, prioritizes strong relationships with families, and actively engages stakeholders in district initiatives.
- **Safety Champion:** A leader with the expertise to develop and sustain comprehensive safety protocols that ensure the well-being of students and staff.
- **Equity Advocate:** A role model who promotes fairness and inclusivity, ensuring that all students have equal access to high-quality educational opportunities.
- **Visible and Approachable Presence:** A superintendent who is actively involved in the community, regularly attending school and local events, and serving as an advocate for the district at both local and state levels.
- **Collaborative Leader:** A professional who can build and maintain strong partnerships with local businesses, civic organizations, and government agencies to enhance educational resources and opportunities for students.
- **Fiscal Steward:** A responsible and transparent manager of district finances, ensuring sustainability, efficiency, and accountability in the use of public funds.
- **Effective Communicator:** A leader who fosters open, honest, and proactive communication with students, parents, staff, and the broader community to build trust and unity.
- **Student-Focused Decision Maker:** Above all, a leader who prioritizes students' academic achievement, safety, and overall well-being in every decision made.

Hidalgo ISD seeks a superintendent who will honor the district's traditions while leading it confidently into the future.

Minimum Qualification

- Superintendent Certification
- Minimum 3 Years Classroom Experience
- Minimum 3 Years Principal Experience
- Minimum 4 Years Assistant/Associate Superintendent Experience; OR
- Superintendent Experience

Preferred Qualification

- Superintendent Experience
- Minimum 5 years Classroom Experience
- Experience in Texas Public Schools
- Doctorate
- Bilingual
- Experience in both Academic and Operational/Financial facets of public schools
- Shown experience with significant community engagement

Application Requirements

- A completed application form
- A detailed letter of interest specifying qualifications and motivation for applying
- A one-page statement on the philosophy of education administration
- A current resume or curriculum vitae
- A copy of a Texas Superintendent certification
- Statement or Evidence of Strong Community Engagement Skills

Application

Candidates must apply online at:

<https://www.808west.com/current-searches>

APPLICATION DEADLINE: MAY 9, 2025 @12:00PM



APPLICATION FOR POSITION OF SUPERINTENDENT

Application is due on : MAY 9, 2025 @ 12:00PM (local time)
 Materials received after the deadline will not be considered.
 The Board of Trustees is conducting a confidential superintendent search.
Applications must be submitted online on the search firm’s application portal:
<https://www.808west.com/application>

CONTACT INFORMATION

<i>Prefix</i>	<i>First Name</i>	<i>Middle Initial</i>	<i>Last Name</i>

<i>Street</i>	<i>City</i>	<i>State</i>	<i>Zip</i>

<i>Phone Number</i>	<i>E-Mail</i>

<i>Facebook</i>	<i>Twitter</i>

<i>Instagram</i>	<i>Linked-IN</i>

<i>Tik-Tok</i>	<i>Other:</i>

<i>List All Other Names You Have Used</i>

CURRENT EMPLOYMENT

<i>Employer</i>	<i>Position</i>

<i>Years at Current Position</i>	<i>Years With Current Employer</i>	<i>Current Salary & Benefits</i>

<i>Are you Currently hold a valid Superintendent Certification?</i>	<i>State</i>
_____ YES _____ NO	

AVAILABILITY & EXPECTATIONS

<i>Expected Salary and Benefits</i>

<i>Date Available to Start</i>	<i>Other Expectations</i>

EDUCATION*Undergraduate Education*

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

Graduate Education

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

Professional Education

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

Other Education

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

EMPLOYMENT HISTORY

Please provide a comprehensive list of all full-time work experiences, encompassing roles within and beyond the educational sector, starting with your most recent past employment. If required, attach additional pages for extra information. Note that Board Members and References listed will only be contacted after receiving explicit consent from the candidate during the confidential search phase.

<i>Employer</i>		<i>Position</i>
<i>Start Date</i>	<i>End Date</i>	<i>Salary:</i>
<i>District Enrollment Population</i>	<i>Number of Campuses</i>	

<i>Employer</i>		<i>Position</i>
<i>Start Date</i>	<i>End Date</i>	<i>Salary:</i>
<i>District Enrollment Population</i>	<i>Number of Campuses</i>	

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<i>Start Date</i>	<i>End Date</i>	<i>Salary:</i>
<i>District Enrollment Population</i>	<i>Number of Campuses</i>	

AWARDS & LANGUAGE SKILLS

Awards

<i>Awarding Organization</i>	
<i>Name of Award Received</i>	<i>Year Received</i>
<i>Award Information</i>	

<i>Awarding Organization</i>	
<i>Name of Award Received</i>	<i>Year Received</i>
<i>Award Information</i>	

<i>Awarding Organization</i>	
<i>Name of Award Received</i>	<i>Year Received</i>
<i>Award Information</i>	

Language Skills

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

<i>Language</i>	<i>Proficiency Level</i>

Professional Publications

Please provide information regarding any Professional Publications you have authored or co-authored.

<i>Title</i>	<i>Publication</i>

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. **Previous Educational Employment Inquiry:** Have you ever left any education-related employment, voluntarily or involuntarily, while being the subject of an inquiry, review, or investigation for alleged misconduct or alleged violation of professional standards of conduct?
- _____ 2. **Current Inquiry Status:** Are you currently the subject of an inquiry, review, or investigation for alleged misconduct or alleged violation of professional standards of conduct?
- _____ 3. **Professional Certificate History:** 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. **License Application History:** Have you ever been denied a professional license for which you applied or granted a license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct?
- _____ 5. **Voluntary License Surrender:** Have you ever surrendered a professional license of any kind before its expiration?
- _____ 6. **Disciplinary Action by Licensing Agency:** Have you ever been disciplined by any public agency responsible for licensure of any kind, including but not limited to educational licensure?
- _____ 7. **Criminal Convictions Related to Education Profession:** Have you ever been convicted of a felony or misdemeanor offense relating to the duties and responsibilities of the education profession, including offenses involving moral turpitude; sexual or physical abuse of a minor or student; illegal conduct where the victim is a minor or student; felony offenses involving controlled substances as defined by Chapter 481, Health and Safety Code, or by 21 U.S.C. Section 801 et seq.; offenses involving illegal transfer, appropriation, or use of school district funds or property; or offenses involving attempts by fraudulent or unauthorized means to obtain or alter a professional certificate or license issued under Tex. Educ. Code chapter 21?
- _____ 8. **Convictions for Offenses Involving Minors:** 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. **Plea Entry for Specific Offenses:** Have you ever entered a plea of guilty or no contest relative to any charge for an offense listed in questions 7 or 8?
- _____ 10. **Civil Judgments for Personal Misconduct:** 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. **Substantiated Reports of Abuse or Neglect:** Have you ever been the subject of a substantiated report of abuse or neglect involving a student or minor child?
- _____ 12. **Ongoing Investigations for Abuse or Neglect:** Are you currently the subject of an ongoing investigation related to a report of abuse or neglect involving a student or minor child?
- _____ 13. **Financial Responsibility:** Have you ever filed for bankruptcy or had any financial judgments issued against you in the last 10 years?

AUTHORIZATION & VERIFICATION

I hereby grant permission to all my past and present employers in the education sector to release information regarding: (a) my employment dates; (b) any confirmed reports of child abuse or sexual conduct related to my employment; (c) the dates of these confirmed reports; (d) the criteria for child abuse and sexual conduct used by the education provider at the time of these confirmations; and (e) the definitions of child abuse and sexual conduct employed by my education provider for determining the veracity of these reports. Furthermore, I authorize my former or current education provider employers to disclose any disciplinary records involving crimes specified in Tex. Educ. Code §§ 21.058 and 21.060 for which I have been convicted.

I also authorize my references, former and current employers, educational institutions, and any other parties possessing information about my professional background, educational qualifications, or suitability for employment to share this information with Hidalgo ISD, where I have submitted my job application. I release the school district and all individuals providing such information from any liability for collecting and sharing this information, irrespective of the consequences.

I acknowledge that semi-finalists in this superintendent search may undergo a criminal records check by the school district and a license review by the relevant state licensing agency. The school district may also conduct Internet searches, reference verifications, background investigations, and confirmations of employment as part of this application process.

I certify that the information provided in this application is accurate and complete to the best of my knowledge. I have fully and accurately responded to all questions, withholding no information that might adversely impact my application. I understand that any misrepresentations or omissions in this application, accompanying materials, or during the interview process may result in the rejection of my application or, if employed, immediate termination.

Signed: _____

Print Name: _____

Date: _____