



# Ingram ISD

## **Superintendent Search**

The Powell Law Group is excited to collaborate with the Ingram ISD in their search for a new superintendent. Dr. Shaun Barnett will be facilitating the search process.

## **Ingram ISD Candidate Profile**

**Ingram ISD is searching for a candidate that will uphold the District's current accomplishments and demonstrate a commitment to continuous improvement.**

The District seeks a candidate who has:

1. A valid Texas Superintendent Certificate with at least five years classroom teaching experience, and a successful tenure as a campus-level principal and/or central office administrator is preferred.
2. A strong knowledge of budgeting and public-school finance. Experience in a small to mid-size rural district with limited resources is a plus.
3. Demonstrated strong skills in educational leadership especially in respect to uniting staff, parents, and community in the pursuit of student achievement.
4. Experience in maintaining and preserving facilities to ensure responsible use of taxpayer dollars.
5. A strong background in student performance success in all areas, including technology, college-dual credit, career, and technical readiness programs.
6. Experience working with a diverse student population, including rural and economically disadvantaged students.
7. Integrity and exemplary moral character along with excellent people skills.

8. The commitment to be visible throughout the district and in the community, and is comfortable engaging in and building relationships with the team, the community, and the local media.
9. Experience in developing, building community support, and passing bond projects is a plus. Experience with new construction is also preferred.
10. Shown maturity, stability and the willingness to stay in a district for five or more years.
11. An understanding that they must reside within the district.
12. Experience in hiring and retaining the best team possible and developing leaders within the district.
13. A firm dedication to fostering open, honest, and transparent communication among the administration, Board, faculty, team, and the community.

**Salary/Benefits:**

- Salary is commensurate with experience and success in a 3A district in Region 20.
- Travel, benefits, and contract are commensurate with regional ranges.
- Moving Expenses: Reasonable moving expenses may be negotiated.

**How to Apply:**

Submit a letter of interest and a resume that includes a complete work history, educational background, a listing of all relevant certifications, a complete transcript (unofficial is acceptable), and a minimum of six (6) references. References should include addresses, job description, and a daytime or cell phone number.

You may submit your application as either a hard copy or electronically.

**Send hard copies to:**

Dr. Shaun Barnett  
1212 US Highway 82  
Brownfield, TX 79316

**Send electronic copies to:**

[sbarnett@plg-law.com](mailto:sbarnett@plg-law.com)

If you have questions regarding the search, you may call Dr. Barnett at (254) 485-9633.

**All inquiries should be directed to Dr. Barnett.**

**Do not contact any individual Board members regarding this position.**

Timeline for Ingram ISD Superintendent Search  
(All dates are tentative other than the application deadline)

<b>Application Deadline:</b>	<b>October 31, 2025 – 5:00 PM</b>
<b>Application Review:</b>	<b>November 8, 2025</b>
<b>1<sup>st</sup> Round Interviews:</b>	<b>November 13-15, 2025</b>
<b>Selection of Semi-Finalists:</b>	<b>November 15, 2025</b>
<b>2<sup>nd</sup> Round Interviews:</b>	<b>December 1-3, 2025</b>
<b>Announcement of Lone Finalist:</b>	<b>December 3, 2025</b>
<b>Board Hires New Superintendent:</b>	<b>December 29, 2025</b>
<b>Preferred Start Date:</b>	<b>January 1, 2026</b>