



**AESA**  
Executive Search Services

## Education Service Center Region 12

# **EXECUTIVE DIRECTOR**

Application Deadline December 15, 2023

Education Service Center Region 12 is one of 20 Education Service Centers located throughout the state of Texas. We are a nonprofit service organization devoted to supporting educators and school personnel in their efforts to improve student outcomes. We are passionate about helping schools ensure an equitable education for every student and maintain efficient, economical operations. Everything we do focuses on helping schools align systems and planning to maximize district efficiency. Our effective, economical programs and services assist schools in three impact areas: educator success, resource development, and community outreach.

ESC Region 12 consists of 12 counties in and around the Central Texas area. We serve 77 school districts and nine charter schools, encompassing approximately 11,000 square miles. The ESC Region 12 offices are centrally located in the city of Waco, which is one of Region 12's largest cities, along with Belton, Killeen (Including Fort Cavazos), and Temple.

**OUR VISION** Innovative Solutions.  
Empowered Learners.  
Educated Communities.

**OUR MISSION** We partner with schools  
and communities to achieve  
student success.

### **STRATEGIC PRIORITIES**

- Assist school districts in improving student performance.
- Assist school districts in increasing effectiveness and economy of operations.
- Assist school districts in the implementation of statewide and regional initiatives.
- Provide timely and relevant info as the key to productive partnerships with schools and communities.

### **REGION 12 AT A GLANCE**

\$48 Million Annual Budget | 231 ESC Staff Members

78 School Districts | 9 Charter Schools | 180,631 Students | 26,729 Staff

Largest District | Killeen ISD 48,603 students      Smallest District | Priddy ISD 134 students

## ROLE OF THE EXECUTIVE DIRECTOR

Serves as chief administrator of ESC Region 12 and performs all duties and functions required by the ESC Region 12 Board of Directors and the Commissioner of Education. They also provide leadership for the development and delivery of programs and services to:



Recruit, support, and retain teachers and principals



Build a foundation in reading and math



Connect high school to career and college



Improve low performing schools



Increase academic and financial performance through effective use of resources and partnerships

## QUALIFICATIONS & CHARACTERISTICS

- Successful experience as a Texas superintendent preferred
- Successful management experience at multiple levels
- Demonstrated commitment to student achievement and school performance
- Demonstrated working knowledge of the role of ESCs in providing effective products and services
- Visionary who can anticipate school districts' needs
- Demonstrated collaboration skills
- Ability to develop and maintain relationships with all ESC Region 12 stakeholders
- Strong background in school finance within the Texas education system
- Knowledge and experience with the legislative process
- Demonstrated ability to adapt to new technologies
- Customer service-oriented
- Demonstrated communication skills
- Knowledge of Texas Education Agency operations
- Strong understanding of both large and small school districts' needs

## CONNECT WITH REGION 12



2101 West Loop 340  
Waco, TX 76712



(254) 297-1212



[www.esc12.net](http://www.esc12.net)



@ESCRegion12



@Region12

## TIMELINE

Vacancy Announced: November 13, 2023

Application Deadline: December 15, 2023

Round 1 Interviews: January 15 – 19, 2024

Round 2 Interviews: January 22 – 26, 2024

Selection Announcement: Jan/Feb 2024

## ADDITIONAL INFO

Reporting date is negotiable

Competitive salary and benefits

## APPLICATION MATERIALS AND PROCESS

- Letter of intent
- Current resume
- One-page summary on the importance of ESCs in supporting strong student, school, and district outcomes
- Copy of all Texas certification verifications
- College Transcripts
- Five (5) professional references
- Complete an online application at [www.esc12.net/jobs](http://www.esc12.net/jobs)

## SUBMISSION

Submit materials electronically by December 15 to **John Bass**, AESA Search Consultant



[jbasse@aesas.us](mailto:jbasse@aesas.us)

**Questions?** Email John Bass