



Ideal Candidate Profile: Board of Managers Member

The ideal candidate for a Board of Managers position is a student-focused leader who understands the power of governance to improve public education. Board members serve as stewards of the school system's vision and values, with a core responsibility to support student success through strategic oversight and thoughtful leadership. As visible representatives of the district, they help shape a culture of transparency, professionalism, and continuous improvement—recognizing that their words, actions, and presence influence public trust and district performance.

In addition to their direct governance responsibilities, Board of Managers members play a critical role by modeling effective board practices and helping restore strong governance structures. Their leadership supports the suspended Board of Trustees in preparing them to resume full authority, ensuring that when reinstated, trustees are equipped to focus intensely on improving student outcomes from day one.

Duties and Responsibilities

Board of Managers members are responsible for:

- **Prioritizing students** in every decision and action.
- **Evaluating the superintendent**, ensuring leadership aligns with district goals and performance expectations.
- **Approving the district budget**, setting priorities and limits for major spending categories.
- **Setting policy** that guides district operations.
- **Monitoring district performance** through regular review of progress data aligned to board goals.
- **Hearing employee and public grievances** per legal standards, while maintaining governance boundaries.
- **Supporting a long-term strategic vision** in collaboration with the superintendent and stakeholders.
- **Modeling professional conduct** that contributes to a positive working environment and district culture.
- **Respecting governance boundaries**, avoiding involvement in day-to-day operations.

Attributes

- **Student-centered:** Believes all students can succeed and makes decisions that support their long-term success.
- **Collaborative leader:** Works effectively in a team environment, values diverse perspectives, and contributes to a unified governance team.
- **Strategic thinker:** Uses data and stakeholder input to guide decisions and monitor progress.
- **Instructionally aware:** Understands the importance of curriculum and instructional quality in driving student outcomes.
- **Accountability-oriented:** Embraces accountability as a tool for improvement and uses it to assess district performance.
- **Effective communicator:** Communicates clearly, respectfully, and consistently with colleagues.

- **Ethical and transparent:** Maintains high standards of integrity and avoids conflicts of interest.
- **Reflective and growth-minded:** Open to feedback and committed to continuous learning and improvement.

Experience and Skills

- Proven ability to lead or contribute to successful initiatives, especially those involving system-level change or community engagement.
- Experience in one or more of the following areas is highly valued:
 - Public education
 - Community leadership
 - Parent or neighborhood advocacy
 - Social work, counseling, or psychology
 - Business, finance, or law
- Familiarity with change management and performance monitoring practices.
- Ability to help shape a compelling vision and translate it into measurable goals.

Commitment and Qualifications

- Willing to dedicate approximately 40 hours per month during onboarding and 15 hours per month thereafter.
- Able to attend all scheduled board meetings.
- Must meet standard eligibility requirements for school board service, including:
 - Eligible voter status
 - Passing a background check
 - Completion of conflict-of-interest disclosures
- Prepared to complete a governance training workshop (e.g., Lone Star Governance) prior to in-person interviews.

Disqualifying Factors

- Conflicts of interest with the district, including business ties or affiliations with closed charter schools.
- Criminal history involving children, financial misconduct, or felony convictions.