

Lubbock-Cooper Independent School District
Superintendent Job Posting

Lubbock-Cooper Independent School District seeks an experienced, visionary leader for Superintendent of Schools beginning June 16, 2025.

Lubbock-Cooper ISD is a fast-growing district in southern Lubbock County. With just over 8,000 students and approximately 1,240 employees, LCISD is composed largely of housing developments and rural farmland. Approximately one third of the district is within the Lubbock city limits.

LCISD is an esteemed district with a long history of academic and extracurricular accolades and strong community partnerships. The district has a tremendously favorable reputation and positive brand equity among stakeholders and the surrounding public.

More important than the district's myriad of achievements are its core values: family, innovation, and excellence. LCISD is home to an incredibly supportive and involved community that aims to maintain the culture of a small-town, family-oriented school while offering the opportunities and advancements of a large district. LCISD and its stakeholders value meeting the needs of the whole child, relying on a system of community-based accountability to gauge the district's success in ensuring students are safe, loved, supported, and provided every opportunity to excel in the areas that interest and engage them.

Lubbock-Cooper is not a school, it is a home. It is a community of individuals who genuinely consider themselves part of a family, and are eager to welcome others into a culture of belongingness and support. Notably, it is a district where alumni frequently return with their own children, wanting them to experience what they know to be the highest quality education and community.

Lubbock-Cooper ISD is a district that partners with stakeholders to ensure a thriving community, and that goes above and beyond for the well-being of students, staff, and their families.

Job Requirements:

- Masters Degree in educational administration from an accredited college or university
- Valid Superintendent Certificate
- Five years of leadership in school administration in a public school district

Apply to:

Doug Williams
dwilliams.impactd@gmail.com
Impact Education Specialists

APPLICATIONS MUST BE RECEIVED BY 5:00 p.m. on Thursday, March 13, 2025

Application Submission

Please include the following with your submission:

- *Letter of Interest*
- *Current Resume*
- *Superintendent certificate copy*
- *Reference List*

Board of Trustee Expectations for the New Superintendent:

- Experience in school leadership, preferably as a Superintendent
- An ethical person who possesses unwavering integrity and strong character
- A leader who can manage the fast growth of the district while fostering the small town culture of Lubbock-Cooper
- Staying connected to legislative issues and continuing to build relationships with our constituents, our local leaders and state leaders
- A forward thinker with the capacity to continue planning for the district's future
- Outstanding communication skills to provide clear information to all LCP stakeholders
- A track record of successful leadership, showing the ability to navigate challenges, inspire teams, and create positive outcomes for the district