

# SYSTEMATIC SUCCESS

A ROADMAP FOR CAREER ADVANCEMENT



Harris County  
Department of  
**Education**





**JAMES  
COLBERT, JR.**  
HCDE SUPERINTENDENT



ENLIGHTENMENT

EMPOWERMENT

# EXPECTED OUTCOMES

SYSTEMS

AFFIRMATIONS

ACTION STEPS



# SYSTEMATIC SUCCESS



CALIBRATE PERSPECTIVES



SET A TARGET



LOOK LIKE IT



ACT LIKE IT



FORMALIZE SUCCESSES



SEEK OUT OPPORTUNITIES



GET AN INTERVIEW



ACTION STEPS





# **CALIBRATE PERSPECTIVES**

- **Advocacy of your professional value**
- **Importance of presence: quiet confidence, make people curious**
- **Self-awareness**
- **Happy for the opportunity vs. Lucky to have me**
- **Stop thinking small**



# TOP 25 SUPERINTENDENT SALARIES IN TEXAS

| MEN                   |            |           |
|-----------------------|------------|-----------|
| DISTRICT              | ENROLLMENT | SALARY    |
| CyFair                | 117,217    | \$512,439 |
| Barbers Hill          | 6,818      | \$446,062 |
| Lewisville            | 49,205     | \$427,822 |
| Ysleta                | 37,244     | \$425,582 |
| Duncanville           | 11,946     | \$403,442 |
| Alief                 | 40,664     | \$395,968 |
| Mesquite              | 38,378     | \$393,298 |
| Lake Travis           | 11,345     | \$362,890 |
| Arlington             | 56,311     | \$355,302 |
| Brownsville           | 38,448     | \$354,128 |
| Houston               | 194,607    | \$350,000 |
| Round Rock            | 47,167     | \$350,000 |
| Conroe                | 67,761     | \$346,560 |
| Clear Creek           | 40,832     | \$345,409 |
| McKinney              | 23,379     | \$345,000 |
| Northside             | 102,377    | \$343,662 |
| Eagle Mt-Saginaw      | 22,464     | \$341,028 |
| Frisco                | 65,825     | \$339,770 |
| Garland               | 53,674     | \$339,269 |
| Katy                  | 88,368     | \$337,057 |
| Hays                  | 21,405     | \$334,000 |
| Forth Worth           | 74,850     | \$330,000 |
| Grapevine Colleyville | 14,013     | \$327,769 |
| Goose Creek           | 23,908     | \$325,000 |
| Denton                | 31,951     | \$322,524 |

| WOMEN                     |            |           |
|---------------------------|------------|-----------|
| DISTRICT                  | ENROLLMENT | SALARY    |
| KIPP Texas Public Schools | 32,321     | \$397,938 |
| Fort Bend                 | 77,545     | \$370,000 |
| Austin                    | 74,602     | \$342,756 |
| Pasadena                  | 49,326     | \$339,900 |
| Dallas                    | 143,558    | \$338,000 |
| Richardson                | 37,633     | \$333,621 |
| Tomball                   | 20,262     | \$330,001 |
| Birdville                 | 22,505     | \$327,000 |
| Spring Branch             | 33,545     | \$326,862 |
| Humble                    | 48,112     | \$325,727 |
| Plano                     | 49,400     | \$319,987 |
| Aldine                    | 61,633     | \$316,944 |
| Mission                   | 13,990     | \$310,959 |
| Allen                     | 21,463     | \$309,069 |
| La Joya                   | 24,163     | \$306,874 |
| Waxahachie Faith Academy  | 2,586      | \$306,495 |
| Spring                    | 33,425     | \$290,000 |
| Laredo                    | 19,757     | \$300,044 |
| Universal Academy         | 2,055      | \$300,000 |
| Triumph Public HS Lubbock | 178        | \$300,000 |
| Alvin                     | 28,085     | \$297,000 |
| Lancaster                 | 7,096      | \$285,000 |
| Irving                    | 32,378     | \$282,664 |
| Mansfield                 | 35,559     | \$282,491 |
| Aledo                     | 7,368      | \$279,679 |



# SET A TARGET

- **What's more important: title or compensation?**
- **Sometimes you have to step out to step up!**
- **Efficiency vs. Wasted movement**
- **What age do you want to retire?**
- **How long do you want to be in that dream position before retirement?**
- **Are you willing to move?**





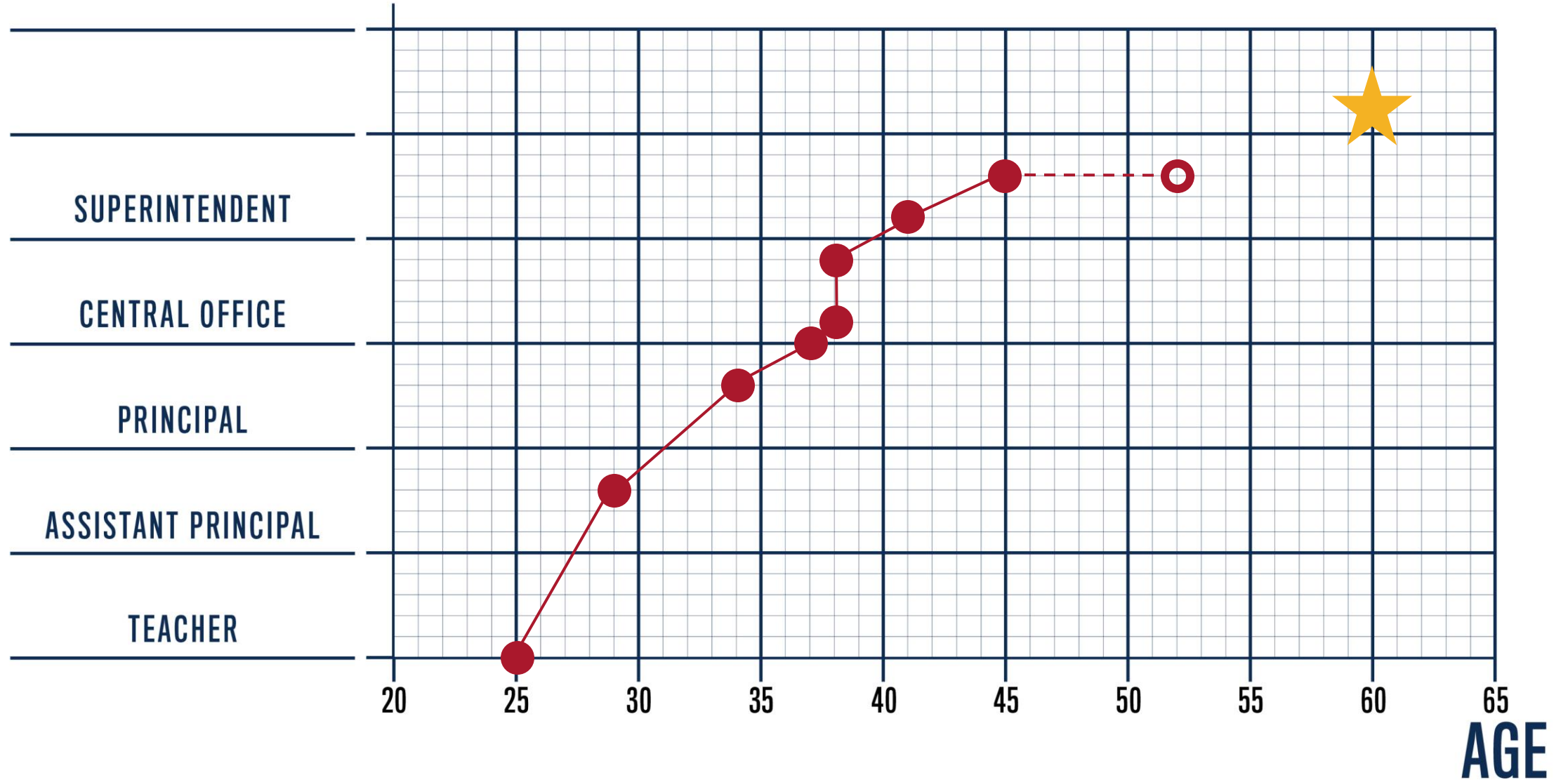
# THE MONKEY AND THE BOX





# MY CAREER ARC

EXPERIENCE

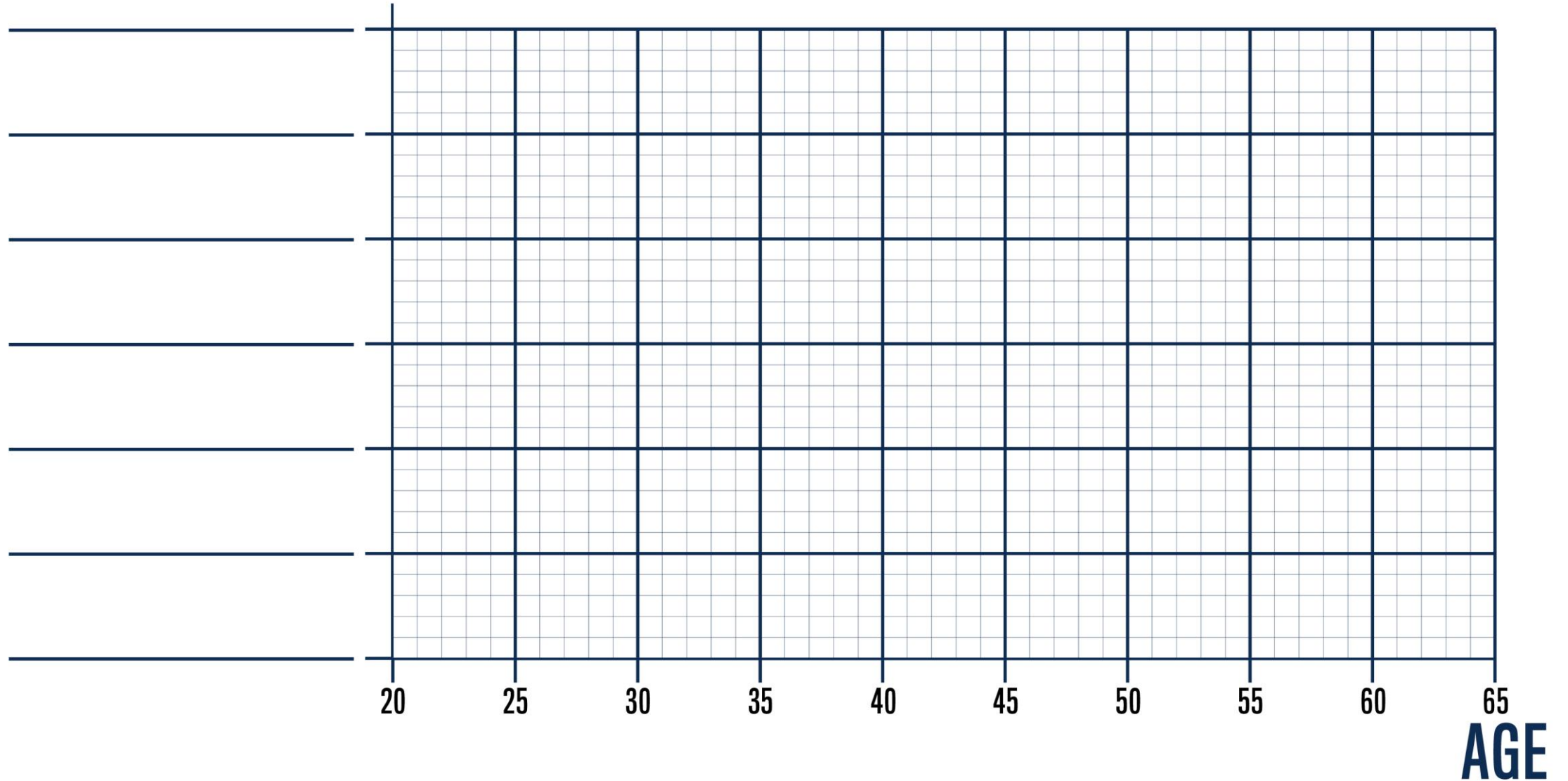






# YOUR CAREER ARC

# EXPERIENCE





# RESUME FRAMEWORK

## JAMES COLBERT JR.

Xxxx xxx xxx xx  
Xxxxx xx xx xxxxx  
Cell (xxx)xxx-xxxx  
xxxxxxxx@xxxxxx.com

### SUMMARY

An instructional leader with successful experience in working collaboratively with the board of education in planning, communicating, and advocating for all students. A strategic leader with extensive experience in developing positive business models with sustaining success. Develops and implements multi faceted systemic plans that reflect current and long-term needs of a school district and community. Leverages interpersonal skills to communicate effectively with all stakeholders while embracing partnerships with both civic leadership and the business community. A charismatic and forward-thinking producer with a track record of success. Consistently exceeds expectations and drives quality in the workplace. A self-motivated and intelligent communicator who builds cross-functional teams and attains consensus to advance a clear and ambitious vision. Fosters respect and productivity by demonstrating a strong sense of integrity and setting the example others strive to achieve.

### KEY ACCOMPLISHMENTS

- ◇ Lowered Harris County tax rate below the effective tax for four consecutive years (2015, 2016, 2017, 2018, 2019, 2020).
- ◇ Increased service delivery to county school districts while lowering tax rate and lowering fees.
- ◇ Created and developed Fortis Academy, a public sobriety high school (one of seven in the nation) with a state-of-the-art culinary arts kitchen.
- ◇ Focal Point - providing leadership opportunities for Harris County superintendents (in collaboration with the US Army War College).
- ◇ Moved both high school and middle school from academically unacceptable, to Met Standard with the middle school also earning 5 Destinations Designations (2014).
- ◇ Worked collaboratively with the board of education to pass a Tax Ratification Election (TRE) for an increase of \$ .13 to M&O taxes with a 68% approval rate (July 2012).
- ◇ Effectively worked with the board of education to pass a Qualified School Construction Bond (QSCB) with a 64% passing rate (May 2011).
- ◇ Balanced a \$2,600,000 deficit budget by effectively executing an early notification incentive that dissolved 50 positions (12% of total employees) (May 2011).
- ◇ Developed a Principal's Leadership Academy that successfully secured over \$800,000 in private and corporate sponsorship over five years.

### EXPERIENCE

HARRIS COUNTY DEPARTMENT OF EDUCATION  
SUPERINTENDENT

HARRIS COUNTY TEXAS  
2014-PRESENT

WEST ORANGE-COVE CISD  
SUPERINTENDENT

ORANGE, TEXAS  
2011-2014

Provide leadership and responsibility for 5 campuses (1 high school, 1 middle school, 1 elementary school, 1 Pre-K school, and 1 Alternative school for a total of 2,400 students) while working effectively with the board of education, local businesses, civic leadership, and parents. Actively involved in the development of instructional processes, support, and plans both at the district and campus level. Assisted in making and leading professional development to administrators, instructional leaders, and teachers. Provide strategic methods for long term vision both instructionally



and operationally to ensure the best possible learning environment for all children. In collaboration with the board of education, effectively managed a \$24,000,000 budget while balancing budgets, contributing to fund balance, and providing district wide raises while also addressing salary inequities.

**HAMILTON COUNTY DEPARTMENT OF EDUCATION (HCDE)**

HAMILTON COUNTY, TENNESSEE

ASSISTANT SUPERINTENDENT OF CAMPUS OPERATIONS

2009-2010

Provided support, supervision, assessment, and accountability for 78 campuses (17 high schools, 20 middle schools, 41 elementary schools for a total of 42,000 students). Supervised middle school and elementary school Operations Directors who assisted with staffing, professional development and evaluation of 78 principals and 75 assistant principals. Developed, articulated, modeled, and actively moved campuses and administrators to instructional leadership and greater leadership capacity. Involved in all levels of labor management, labor negotiations, and other components involving the Memorandum of Agreement and Memorandum of Understanding.

AREA SUPERINTENDENT, AREA II

2008-2009

Provided professional development, support, supervision, assessment, and accountability for 42 campuses (8 high schools, 11 middle schools, 25 elementary schools for a total of 21,936 students). Supervise secondary and elementary Operations Directors who assist with the hiring, professional development and evaluation of 42 principals and 57 assistant principals. Develop, articulate, model, and actively move campuses and administrators to instructional leadership and greater leadership capacity.

OPERATIONS DIRECTOR, AREA III

2007-2008

Supervised, assisted, and helped manage 24 campuses (4 high schools, 4 middle schools, 16 elementary schools) in the east Hamilton County school district. Oversaw implementation of school improvement plans for each campus. Had responsibility for training principals through professional development and responding to concerns either from faculty/staff or community with respect to these 24 campuses.

**DALLAS INDEPENDENT SCHOOL DISTRICT**

DALLAS, TEXAS

PRINCIPAL, L.G. PINKSTON HIGH SCHOOL

2004-2007

Provided fiscal management of local, state and federal funds of \$7,700,000 as well as donations and various activity accounts totaling \$200,000. Managed faculty of 150, including 90 degreed staff members. Oversaw curriculum and instruction of school as well as student discipline, safety and security for 1,250 students. Held responsibility for professional development and staffing. Remained current on ever changing state and federal accountability standards. Directed athletic program and extracurricular programs.

- ❖ Increased enrollment by 48% over three years.
- ❖ Decreased physical incident rates by 54%, as well as tardies and student absences.

**PFLUGERVILLE INDEPENDENT SCHOOL DISTRICT**

PFLUGERVILLE, TEXAS

ASSISTANT PRINCIPAL, JOHN B. CONNALLY HIGH SCHOOL

1999-2004

Managed over 40 employees, including 27 faculty members with college degrees and one school resource officer. Had responsibility for the athletic department, special education department as well as school safety, security and crisis management.

TEACHER & TRACK COACH, PFLUGERVILLE HIGH SCHOOL

1995-1999

Taught three classes per day, including courses for emotionally troubled students as well as students with learning disabilities. Oversaw academic progress of 27 at risk students. Coached five all-American athletes that earned athletic scholarships to Division I universities.

**EDUCATION**

TEXAS STATE UNIVERSITY, San Marcos, Texas  
M.S., Management, Education Administration, 1999

UNIVERSITY OF TEXAS AT AUSTIN, Austin, Texas  
B.S., Education, Special Education, 1995



# RESUME FRAMEWORK

## CERTIFICATION

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Superintendent (Texas & Tennessee)  
Principal (Texas & Tennessee)  
Teacher (Texas & Tennessee)

## PROFESSIONAL DEVELOPMENT

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Mastering the Media, 2013  
Professional Learning Communities, 2010, 2012  
Lamar Superintendent's Leadership Academy, 2012  
Teacher Evaluation, 2010  
America's Choice, 2009  
International Baccalaureate, 2009  
Breaking the Ranks, 2007  
Learning Walk-Through, 2007  
Break-Through Coaching, 2007  
Principles of Learning, 2007  
Differentiate Instruction, 2007  
Just 4 Kids, 2007  
INOVA, 2006  
Foundations and Start On Time, Safe and Civil Schools, 2005

## LEGISLATIVE EXPERIENCE

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Testified for Senate Bill 1216 in 84<sup>th</sup> Legislative Session  
Testified for Senate Interim Charge, August 2016  
Testified for Senate Bill 1166, 1167, 646, in 85<sup>th</sup> Legislative Session  
Testified for House Bill 1366, 2329, in 85<sup>th</sup> Legislative Session  
Testified for Senate Bill 2311, 2312, in 86<sup>th</sup> Legislative Session  
Testified for House Bill 4625, 4626, in 86<sup>th</sup> Legislative Session

## EXECUTIVE LEADERSHIP EXPERIENCE

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Cameron Champ Foundation (Advisory Board) 2021-present  
Journey of Faith United Methodist Church 2019-present  
Good Reason Houston (leadership council) 2018-present  
Northwest Assistance Ministries (board member) 2016-present  
Houston Mayor Sylvester Turner's Education-Transition Team 2016  
Texas Academic Decathlon (Treasurer) 2015-present  
Education Foundation of Harris County (board of directors-secretary) 2015-present  
UIL State Executive Committee (Vice President), 2012-Present  
Greater Houston Partnership (Upskill Construction subcommittee) 2015-present  
Greater Houston Partnership (Education subcommittee) 2015-present  
My Brother's Keeper (board member) 2015-present  
North Harris County Education Alliance Leadership Council 2015-present  
All Kids Alliance Council of Executives 2015-2017  
Lamar University Advisory Search Committee (for Dean of the College Education & Human Dev.), 2014  
Lamar University Advisory Committee, 2013  
UIL State Advisory Committee 2012  
Orange County United Way, Board of Directors, 2011-2014  
Orange County Rotary Club, 2011-2014  
West Orange Cove Education Foundation, 2011-2014  
The University of Texas Athletic Hall of Honor Committee, 2010  
The Hamilton County Principal's Leadership Academy (Chattanooga), Board of Directors 2010  
United Way (Chattanooga), Volunteer Advisory Committee 2010  
Boy Scouts (Chattanooga Chapter), Executive Board 2008-2010



# RESUME FRAMEWORK

## NAME

Xxxxx xx xx xxxxx  
(xxx)xxx-xxxx  
xxxxxxxx@xxxxx.com

### SUMMARY

Description

### KEY ACCOMPLISHMENTS

◇ Example

### EXPERIENCE

INSTITUTION  
TITLE

LOCATION  
DATE

Description

### EDUCATION

INSTITUTION, City, State  
Degree, Year

### CERTIFICATION

Description

### PROFESSIONAL DEVELOPMENT

Description, Year

### LEGISLATIVE EXPERIENCE

Description, Year

### EXECUTIVE LEADERSHIP EXPERIENCE

Description, Year





# LOOK LIKE IT

- Look like what you aspire to be
- Need to trust you with millions of dollars
- Corporate/executive look
- Study others, replicate their style
- Don't look like kids or musicians  
(clothes, hair, nails, colors)







# ACT LIKE IT

- You can't be a leader if you act like a follower
- Seek responsibility/challenges/projects
- Stop being a victim
- Work to be exceptional
- Listen more, talk less  
(move the conversation forward)
- Study/observe the positions above yours





# FORMALIZE SUCCESSES

- “If you do your homework, turn it in!”
- **Show vs. Tell** (add a dimension)
- **Demonstrate scope and quality of work**
- **Title it, then capture it**







# FORMALIZE SUCCESSES

Annual Review

Board Walks

Operation Porcupine

Picnic in the Parking Lot

Superintendent Activity Chart

Leadership Judo

Build Great Readers

Fresh Eye Walks

Student Roundtables

Operation Fork Master

The Connector

Partners in Education

Pledge Brilliance

Quality Alignment Walks

Operation Radical Reforms

Operation Senior Success





# SEEK OUT OPPORTUNITIES

- **Get your house in order**
- **Determine your nonnegotiable**
- **Get support/approval from your team**
- **Utilize your network**  
(conference, business card, portfolio)
- **Seek out good leadership**  
(more important than vertical opportunity)





# SEEK OUT OPPORTUNITIES



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## Join/Renew for 2022-23 Today!

2021-22 TASA memberships expired August 31. Don't leave any gaps in your eligibility for TASA member benefits; renew today! If you're a school leader in a Texas public school, we invite you to be part of TASA in 2022-23. Membership is available in several categories and brings with it not only individual member benefits and services, but gives your district access to valuable services and subscriptions. Click on the video to the left to find out how being part of TASA is benefiting Texas school leaders and the students they serve.

[HOW TO JOIN OR RENEW](#)

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## Congressman Roy, Boerne ISD, warn students of dangers of fentanyl

#1 Source for Texas School Officials

(The Center Square) – U.S. Rep. Chip Roy, R-TX, and Boerne ISD are warning students in the central Texas district about the dangers of fentanyl, saying "one pill can kill." The warning comes as the illicit drug is pouring into Texas through the southern border and as other school districts are also issuing warnings after students have died from taking drugs laced with fentanyl. "Congressman Chip Roy recorded this informational video to help educate Boerne ISD students and parents about the dangers of Fentanyl," the school district announced on social media. "Please take time to watch this important video and remember that One Pill Can Kill." (09)



Huckabee MORE THAN ARCHITECTS

News Category +

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SUBMIT INFO!

Dr. Bobby Trevino, Asst.

Congratulations to the following New Supers

**TEXASISD.COM**







# GET AN INTERVIEW

- “You can’t get a job if you don’t get an interview”
- The interviewer’s perspective:  
Post & Pray, Steal, Create
- You must convince people you can do something you have never done before
- Defying the stack
- Connect with the person making the decision





# ACTION STEPS

- Digest today's content
- Be honest with yourself (How are you perceived?)
- Answer the question: How committed are you?
- Make a plan
- Change/improve behaviors
- Believe in yourself
- Be fearless but wise