



TANGIPAHOA PARISH SCHOOL SYSTEM

JOB DESCRIPTION

SUPERINTENDENT OF SCHOOLS

Exceptional Leadership Opportunity

Leading Louisiana's Future Through Educational Excellence

The Tangipahoa Parish School Board is seeking an exceptional, visionary, and results-oriented educational leader to serve as the next Superintendent of Schools for the Tangipahoa Parish School System.

Located in Southeast Louisiana, the Tangipahoa Parish School System serves approximately 20,000 students across 34 schools with the support of approximately 2,500 dedicated employees. The district is committed to academic excellence, workforce readiness, innovation, community engagement, and preparing every student for success in college, career, military service, and citizenship.

The Superintendent serves as the Chief Executive Officer, Chief Educational Officer, and Secretary to the Tangipahoa Parish School Board and is responsible for the overall leadership, administration, and performance of the district.

THE OPPORTUNITY

The Tangipahoa Parish School Board seeks a transformational leader who will:

- Inspire excellence throughout the organization.
 - Improve student achievement and educational outcomes.
 - Foster strong relationships with employees, families, community stakeholders, and elected officials.
 - Provide exceptional financial stewardship and operational leadership.
 - Lead strategic planning and organizational improvement initiatives.
 - Strengthen workforce engagement and organizational culture.
 - Ensure accountability, transparency, and ethical leadership.
 - Build public confidence and trust in the district.
 - Advance college, career, and workforce readiness opportunities.
 - Lead the district through future growth and innovation.
-
-

POSITION RESPONSIBILITIES

The Superintendent shall provide executive leadership in:

Educational Leadership

- Student achievement and school improvement
- Curriculum, instruction, and assessment
- Academic accountability systems
- Career and technical education
- College and workforce readiness initiatives

Governance Leadership

- School Board relations
- Policy implementation
- Strategic planning
- Legislative and governmental affairs
- Public accountability

Personnel Leadership

- Executive leadership development
- Employee recruitment and retention
- Organizational culture development
- Labor and employee relations
- Succession planning

Financial & Operational Leadership

- Budget development and administration
- Fiscal stewardship
- Facilities planning and modernization
- Transportation, technology, and support services
- Risk management and operational excellence

Community Leadership

- Stakeholder engagement
 - Public communications
 - Community partnerships
 - Trust-building and transparency
-
-

MINIMUM QUALIFICATIONS

Qualified candidates should possess:

Education

- Master's Degree from an accredited college or university required.
- Doctorate (Ed.D., Ph.D., or equivalent) preferred.

Certification

- Valid Louisiana Superintendent Certification (Educational Leader Level 3) OR
- Eligibility to obtain Louisiana Superintendent Certification in accordance with Louisiana Department of Education and BESE requirements.

Experience

- Minimum of ten (10) years of progressively responsible educational leadership experience. Experience must be verifiable.
- Minimum of five (5) years of executive-level district leadership experience.
- Demonstrated success improving student achievement.
- Demonstrated experience managing large budgets, personnel, operations, and organizational systems.
- Demonstrated success working with governing school boards and community stakeholders.

PREFERRED QUALIFICATIONS

The most competitive candidates will demonstrate:

- Experience as a Superintendent, Deputy Superintendent, Assistant Superintendent, Chief Academic Officer, Chief Operations Officer, or Chief Business Officer.
 - Experience leading large and complex educational organizations.
 - Proven record of measurable student achievement gains.
 - Experience in strategic planning and organizational transformation.
 - Facilities, capital construction, and bond program experience.
 - Labor relations and collective bargaining experience.
 - Crisis leadership and emergency management experience.
 - Strong political and community awareness.
 - Exceptional communication and relationship-building skills.
-
-

LEADERSHIP COMPETENCIES

The successful candidate will demonstrate:

- Visionary Leadership
- Strategic Thinking
- Integrity and Ethical Leadership
- Financial Stewardship
- Governance Collaboration
- Community Engagement
- Data-Driven Decision Making
- Accountability and Results Orientation
- Workforce Leadership
- Organizational Effectiveness
- Innovation and Continuous Improvement
- Commitment to Equity and Excellence



COMPENSATION

The Tangipahoa Parish School Board will offer a highly competitive compensation and benefits package commensurate with qualifications, experience, and demonstrated accomplishments.

APPLICATION PROCESS

Applicants must submit:

1. Completed Superintendent Application
2. Letter of Interest and Current Professional Resume
3. Copies of Academic Transcripts
4. Louisiana Certification Documentation or Eligibility Verification
5. Five Professional References
6. Leadership Philosophy Statement (Essay)
7. Evidence of Student Achievement and Organizational Performance Results
8. Applicants selected for advancement may participate in:
 - TTMG Executive Screening Interviews
 - TTMG PRILY™ Index Executive Evaluation
 - TTMG Executive Combine™ Leadership Assessment
 - TPSS Board Interviews
 - Comprehensive Background Investigations

EQUAL OPPORTUNITY EMPLOYER

The Tangipahoa Parish School System is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, veteran status, or any other protected classification.

APPLICATION DEADLINE

Applications will be accepted until 4pm EST on Friday, July 31, 2026.

For application materials and additional information, visit:

Top Talent Management Group

Website: www.toptalent-live.com

App: www.searchlivedraft.com

Phone: 877.377.3723

Email: ronhickey@toptalentmgllc.com

LEAD WITH PURPOSE. SERVE WITH INTEGRITY. INSPIRE EXCELLENCE.

Tangipahoa Parish School System
Preparing Every Student for Success



TANGIPAHOA PARISH
SCHOOL SYSTEM
EST. 1896