

## Schedule

- April 17 ★ Nomination submissions due to designated ESC.
- June 30 ★ Regional screening completed, and nominations submitted to TASB.
- Aug. 21–22 ★ All regional winners interviewed, and five finalists chosen by the TASB State Selection Committee.
- October ★ Finalists interviewed, and Superintendent of the Year chosen by TASB State Selections Committee.
- Oct. 10 ★ Presentation of the award at txEDCON 2026.

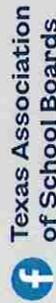
## Selection Procedure

**TASB Regional Screening Committees:** The ESC will coordinate the regional screening. School board members serving on the regional screening committee are from districts that do not have superintendents nominated for the award and do not have board members on the TASB State Selection Committee. Each regional screening committee will submit one nomination to the TASB State Selection Committee.

**TASB State Selection Committee:** The State Selection Committee is typically composed of members of the TASB Board of Directors appointed by the TASB president to serve on the TASB Member Services Committee. A TASB director may not serve if the superintendent from his or her district is being considered.

Entry documents for the SOTY award program can be downloaded from [tasb.org/soty](https://tasb.org/soty). Questions? Call us at 800-580-8272 or email [soty@tasb.org](mailto:soty@tasb.org).

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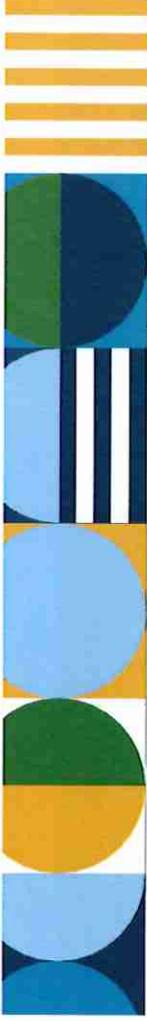
2026

SUPERINTENDENT

SOTY

OF THE YEAR





## Eligibility and Nominations

A local school board that is currently an Active Member of the Texas Association of School Boards (TASB) may nominate its superintendent for the 2026 Superintendent of the Year (SOTY) award. Nominees must meet the following requirements:

- ★ Have served as a superintendent of the district since Sept. 1, 2023 (interim positions do not count).
- ★ Be a member of the Texas Association of School Administrators (TASA).
- ★ Be certified and meet the State Board for Educator Certification continuing professional education requirement.
- ★ Be an active superintendent at the time of tXEDCON 2026.

Superintendents who receive the top state award cannot be nominated again during the following five-year period. This rule does not apply to superintendents who were named regional winners or state finalists.

*Since 1984, the SOTY award program has honored outstanding administrators for achievement and excellence in public school administration. These school leaders exhibit exemplary and visionary leadership toward improving student performance. They are chosen for their strong leadership skills, dedication to improving the quality of education in their districts, and commitment to public support and involvement in education.*

## Entry Requirements

**Recommendation Letter:** In a letter of recommendation addressed to the SOTY Selection Committee, the school board president should cite examples of the superintendent's leadership, while expanding on the following topics:

- ★ Leadership, Management, and School Climate
- ★ School Board–Superintendent Relations
- ★ School Improvement and Instructional Leadership
- ★ Fiscal Management
- ★ School–Community Relations
- ★ Public Education Advocacy

At the end of the letter, succinctly explain “Why our superintendent should be selected as Superintendent of the Year.”

**Nomination Packet:** Be sure to include the following:

1. Official Entry Form
  2. Student Performance Worksheet
  3. The letter, signed by the board president (no longer than five pages, 12-point Times New Roman, 1.5-line spacing, and 1–inch margins)
  4. A basic resume listing current positions and professional organizations (no more than three pages)
  5. A resolution indicating the board's decision to nominate the superintendent (remember to place the resolution on the board meeting agenda early in the process)
  6. Three photos: a photo of the superintendent (headshot), a photo of the superintendent and the board, and a photo of the superintendent interacting with students
- Photo Requirements:** Minimum photo size 1,500 x 2,100 pixels (5 inches by 7 inches at 300 dpi); preferred photo size 8.5 inches by 11 inches in .jpg format.
- No other documentation will be accepted.

**Submission:** Send nominations to the executive director of the district's education service center (ESC) being sure to copy [soty@tasb.org](mailto:soty@tasb.org). The packet documents should be scanned and submitted as a single PDF in the order listed above, except for the photos, which should be individual .jpg files. The packet and photos must be emailed to the ESC by close of business April 17.





# Superintendent of the Year Award Instructions Sheet

## Eligibility and Nominations

A local school board that is currently an “Active Member” of TASB may nominate its superintendent for the award. Nominees must meet the following requirements:

- Have served as a superintendent of the district since September 1, 2023 (interim positions do not count)
- Be a member of the Texas Association of School Administrators (TASA)
- Be certified and meet the State Board for Educator Certification continuing professional education requirement
- Be an active superintendent at the time of txEDCON 2026

Superintendents who receive the top state award cannot be nominated again during the following five-year period. This rule does not apply to superintendents who were named regional winners or state finalists.

## Entry Requirements

In a letter of recommendation addressed to the SOTY Selection Committee, the school board president should cite examples of the superintendent’s leadership while expanding on the following:

- Leadership, Management, and School Climate
- School Board-Superintendent Relations
- School Improvement and Instructional Leadership
- Fiscal Management
- School-Community Relations
- Public Education Advocacy

At the end of the letter, explain why your superintendent should be selected as Superintendent of the Year.

## Nomination Packet

Be sure to include the following:

1. Official Entry Form
2. Student Performance Worksheet
3. The letter, signed by the board president (no longer than five pages, 12-point Times New Roman, 1.5-line spacing, and 1-inch margins)
4. A basic resume listing current positions and professional organizations (no more than three pages)
5. A resolution indicating the board’s decision to nominate the superintendent
6. Three photos, a photo of the superintendent (headshot), a photo of the superintendent and the board, and a photo of the superintendent interacting with students

## **Photo requirements**

Minimum image size 1,500 x 2,100 pixels (5 inches x 7 inches at 300 dpi); preferred image size 8.5 inches x 11 inches in .jpg format.

*No other documentation will be accepted.*

**Note:** Board action is required for the resolution. Participating districts should place an item to cover the resolution on the board meeting agenda early in the process.

## **Submission**

Send nominations to the executive director of the district's education service center (ESC) being sure to copy [soty@tasb.org](mailto:soty@tasb.org). The packet documents should be scanned and submitted as a single PDF in the order listed above, except for the photos, which should be individual .jpg files. The packet and photos must be emailed to the ESC by close of business April 17.

Complete details and forms are available at [tasb.org/soty](http://tasb.org/soty). Questions?

Call us at 800-580-8272 or e-mail [soty@tasb.org](mailto:soty@tasb.org).



# Official Entry Form

## Superintendent of the Year Award

Name \_\_\_\_\_

Years in Present Position \_\_\_\_\_ Total Years of Administrative Experience \_\_\_\_\_

School District \_\_\_\_\_ ESC \_\_\_\_\_

Address \_\_\_\_\_

Website Address \_\_\_\_\_

Current Student Population ADA \_\_\_\_\_ Size of District in Square Miles \_\_\_\_\_

What is the projected enrollment for the next school year? \_\_\_\_\_

Percentage increase/decrease \_\_\_\_\_%

### Student Demographics:

African American \_\_\_\_\_%

Hispanic \_\_\_\_\_%

White \_\_\_\_\_%

American Indian \_\_\_\_\_%

Asian \_\_\_\_\_%

Pacific Islander \_\_\_\_\_%

Two or more races \_\_\_\_\_%

English Learners \_\_\_\_\_%

Special Education \_\_\_\_\_%

Economically Disadvantaged \_\_\_\_\_%

Non-Educationally Disadvantaged \_\_\_\_\_%

No. of Campuses: Elementary \_\_\_\_\_ Junior High/Middle School \_\_\_\_\_

High School \_\_\_\_\_ Other Grade Arrangements \_\_\_\_\_

Staff Information:

Total Staff \_\_\_\_\_

Campus Administration \_\_\_\_\_

Professional Staff \_\_\_\_\_

Central Administration \_\_\_\_\_

Teachers \_\_\_\_\_

Educational Aides \_\_\_\_\_

Professional Support \_\_\_\_\_

Auxiliary Staff \_\_\_\_\_

Teachers by Years of Experience:

Teachers by Highest Degree Held:

Beginning Teachers \_\_\_\_\_%

No Degree \_\_\_\_\_%

1-5 years \_\_\_\_\_%

Bachelors \_\_\_\_\_%

6-10 years \_\_\_\_\_%

Masters \_\_\_\_\_%

11-20 years \_\_\_\_\_%

Doctorate \_\_\_\_\_%

Over 20 years \_\_\_\_\_%

Has the district conducted a bond election in the past three years?  Yes  No

If yes, what was the size of the bond? \_\_\_\_\_

Did it pass?  Yes  No

By what percentage? \_\_\_\_\_%

Has the district conducted a TRE in the past three years?  Yes  No

If yes, did it pass?  Yes  No

By what percentage? \_\_\_\_\_%

2025–26 Wealth per WADA \$ \_\_\_\_\_

Current M&O Tax Rate \_\_\_\_\_ Current I&S Tax Rate \_\_\_\_\_

Financial Information for Three Years:

2025–26

2024–25

2023–24

Annual Operating Budget

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Fund Balance

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

School Board President \_\_\_\_\_

Email Address \_\_\_\_\_

Preferred Phone No. \_\_\_\_\_ Second Phone No. \_\_\_\_\_

\_\_\_\_\_  
Board President Signature

\_\_\_\_\_  
Date



# Student Performance Worksheet

## Superintendent of the Year Award

Use the district and campus state accountability reports and Texas Academic Performance Reports (TAPR) to complete the following.

Use the Accountability Ratings Overview Summary, District Report, to complete questions 1-4.

### 1. District Accountability Rating *(Check one.)*

2022-23	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input type="checkbox"/> F
2023- 24	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input type="checkbox"/> F
2024- 25	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input type="checkbox"/> F

### 2. 2025 District Accountability Overall Summary *(Check one.)*

Student Achievement _____ <i>(Scaled Score)</i>	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input type="checkbox"/> F
School Progress _____ <i>(Scaled Score)</i>	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input type="checkbox"/> F
Part 1-Academic Growth _____ <i>(Scaled Score)</i>	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input type="checkbox"/> F
Part 2-Relative Performance _____ <i>(Scaled Score)</i>	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input type="checkbox"/> F
Closing the Gaps _____ <i>(Scaled Score)</i>	<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input type="checkbox"/> F

### 3. 2025 District Postsecondary Distinction

Did the district receive the Postsecondary Readiness distinction designation?  Yes  No

### 4. Campus Accountability Ratings

Year	Number of Campuses Rated A	Number of Campuses Rated B	Number of Campuses Rated C	Number of Campuses Rated D	Number of Campuses Rated F	Not Rated
2023						
2024						
2025						

**5. Campus Distinction Designations**

For 2025, how many campuses in the district earned the following distinction designations?

- 1. Academic Achievement in Reading/Language Arts (RLA) \_\_\_\_\_
- 2. Academic Achievement in Mathematics \_\_\_\_\_
- 3. Academic Achievement in Science \_\_\_\_\_
- 4. Academic Achievement in Social Studies \_\_\_\_\_
- 5. Academic Achievement in Top 25%: Comparative Academic Growth \_\_\_\_\_
- 6. Academic Achievement in Top 25%: Comparative Closing the Gaps \_\_\_\_\_
- 7. Postsecondary Readiness \_\_\_\_\_

**6. How many campuses received at least one distinction designation?** \_\_\_\_\_

**7. 2025 STAAR Performance Total Tests**

*(Source: 2025 District Accountability Report, Student Achievement, STAAR Performance)*

- 1. Approaches GL or Above \_\_\_\_\_ %
- 2. Meets GL or Above \_\_\_\_\_ %
- 3. Masters GL \_\_\_\_\_ %

**8. College, Career, and Military Readiness**

*(Source: 2025 District Accountability Report, Student Achievement, College, Career, and Military Readiness)*

- 1. Total credit for CCMR criteria: \_\_\_\_\_ %

**9. Four-year Graduation Rate (Gr 9-12): Class of 2024**

*(Source: 2025 District Accountability, Student Achievement, Graduation Rate)*

- 1. All Students, % Graduated \_\_\_\_\_ %

**Executive Directors  
Regional Education Service Centers**

<p><b>Dr. Daniel King</b>  <b>ESC Region 1</b>  1900 West Schunior  Edinburg, TX 78541  956.984.6000  www.esc1.net</p>	<p><b>Dr. Esperanza Zendejas</b>  <b>ESC Region 2</b>  209 North Water Street  Corpus Christi, TX 78401  361.561.8400  www.esc2.net</p>	<p><b>Mr. Morris Lyon</b>  <b>ESC Region 3</b>  15555 US HWY 77 N  Victoria, TX 77904  361.573.0731  www.esc3.net</p>
<p><b>Dr. Rodney Watson</b>  <b>ESC Region 4</b>  7145 West Tidwell  Houston, TX 77092  713.462.7708  www.esc4.net</p>	<p><b>Dr. Byron Terrier</b>  <b>ESC Region 5</b>  350 Pine Street, Suite 500  Beaumont, TX 77701  409.951.1700  www.esc5.net</p>	<p><b>Mr. Michael Holland</b>  <b>ESC Region 6</b>  3332 Montgomery Road  Huntsville, TX 77340  936.435.8400  www.esc6.net</p>
<p><b>Mr. Todd Schneider</b>  <b>ESC Region 7</b>  1909 N. Longview Street  Kilgore, TX 75662  903.988.6700  www.esc7.net</p>	<p><b>Dr. David Fitts</b>  <b>ESC Region 8</b>  PO Box 1894  Mt. Pleasant, TX 75456  Location: 4845 US Hwy 271 N,  Pittsburg, TX 75686  903.572.8551  www.reg8.net</p>	<p><b>Mr. Wes Pierce</b>  <b>ESC Region 9</b>  301 Loop 11  Wichita Falls, TX 76306  940.322.6928  www.esc9.net</p>
<p><b>Dr. Jana Melsheimer</b>  <b>ESC Region 10</b>  400 E. Spring Valley Road  Richardson, TX 75081  972.348.1700  www.region10.org</p>	<p><b>Dr. Brad Schnautz</b>  <b>ESC Region 11</b>  1451 S. Cherry Lane  White Settlement, TX 76108  817.740.3600  www.esc11.net</p>	<p><b>Mr. Kenny Berry</b>  <b>ESC Region 12</b>  2101 W. Loop 340  Waco, TX 76712  254.297.1212  www.esc12.net</p>
<p><b>Mr. Rich Elsasser</b>  <b>ESC Region 13</b>  5701 Springdale Road  Austin, TX 78723  512.919.5313  www.esc13.net</p>	<p><b>Mr. Chris Wingington</b>  <b>ESC Region 14</b>  1850 Highway 351  Abilene, TX 79601  325.675.8600  www.esc14.net</p>	<p><b>Dr. Casey Callahan</b>  <b>ESC Region 15</b>  612 South Irene St.  San Angelo, TX 76903  325.658.6571  www.esc15.net</p>
<p><b>Dr. Tanya Larkin</b>  <b>ESC Region 16</b>  5800 Bell Street  Amarillo, TX 79109  806.677.5000  www.esc16.net</p>	<p><b>Dr. Kyle Wargo</b>  <b>ESC Region 17</b>  1111 West Loop 289  Lubbock, TX 79416  806.792.4000  www.esc17.net</p>	<p><b>Dr. Dewitt Smith</b>  <b>ESC Region 18</b>  2811 LaForce Blvd.  Midland, TX 79706  432.563.2380  www.esc18.net</p>
<p><b>Dr. Armando Aguirre</b>  <b>ESC Region 19</b>  6611 Boeing Dr.  El Paso, TX 79925  915.780.1919  www.esc19.net</p>	<p><b>Dr. Jeff Goldhorn</b>  <b>ESC Region 20</b>  1314 Hines Avenue  San Antonio, TX 78208  210.370.5200  www.esc20.net</p>	



## Resolution

### Texas Association of School Boards Superintendent of the Year

The \_\_\_\_\_ Independent School District Board  
on this date, \_\_\_\_\_, resolved to  
nominate \_\_\_\_\_, Superintendent of Schools,  
for his/her exemplary and visionary leadership toward improving student  
performance in our schools.

_____	_____
_____	_____
_____	_____
_____	_____

\_\_\_\_\_  
*School Board President*

*(Note: You may add more personalized resolution language, but it is not necessary for this part of the SOTY process. Individual trustees also should sign the resolution.)*