

Devin C. Padavil, Ed. D.

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SUPERINTENDENT

Student-centered leader with 20 years of proven success with K-12 student achievement. An exceptional communicator dedicated to improving the student learning experience by leveraging financial, curriculum, and operational resources. Demonstrates the ability to build organizational capacity through collaboration, leading to increased outcomes.

LEADERSHIP HONORS

TASA Legislative Advocacy Committee (2019)

President of the Texas Association of Secondary School Principals (2016)

Region 13 High School Principal of the Year (2015)

TEA Principal Evaluation System (T-PESS) Development Committee (2013)

Harvard Executive Leadership Institute: High School Redesign (2011)

Harvard Executive Leadership Institute: The Art of Leadership (2009)

Teacher of the Year: Northside Independent School District, Hobby Middle School (2001)

EDUCATIONAL LEADERSHIP EXPERIENCE

TAYLOR INDEPENDENT SCHOOL DISTRICT, Taylor, Texas

January 2021 – Present

3000 students and 500 staff | 6 schools | Title I Status

Superintendent

Selected to lead over 3200 students and 500 staff members to grow a Title I district towards their mission to inspire, equip, and empower every student to achieve their unique potential. **Leadership highlights:**

- Led District COVID-19 Health Response protocols to manage year two and year three of the pandemic.
 - Clarified and upheld safety, hygiene, and learning measures.
 - Collaborated with Finance and Operation staff to ensure adequate resources were allocated to campuses.
 - Consistently communicated with the Board of Trustees and community members regarding district safety protocols.
- Maintained strong communication with Board Members in response to community concerns and questions.
- Led the creation of the district's first strategic plan to align a new mission, vision, and goals.
- Collaborated with city and county officials to negotiate a Chapter 313 agreement leading to the largest foreign investment in North American History.
- Improved academic and workplace climate metrics to measure progress towards Board developed goals.
- Aligned organizational structure to support district goals and success factors.
- Established the first balanced budget for the first time in three years for the school district.
- Established Taylor ISD's first Superintendent's Student Advisory Council to bring voice to diverse student viewpoints from across the District.

LEANDER INDEPENDENT SCHOOL DISTRICT, Leander, Texas

March 2020 – Present

H.E.B. 2016 Large District of the Year | Fast Growth District | 44K students 4.4 K staff | 48 schools | 79 languages spoken

Area Superintendent

Recruited to Cabinet-level position, managing operational and instructional effectiveness for the academic and social-emotional growth of over 42,000 students across 31 elementary and secondary campuses. **Leadership highlights:**

- Led District COVID-19 Health Response Team of 41 members, working in coordination with stakeholder groups, for the successful implementation of operational, financial, and instructional protocols to ensure safety and health.
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- Led the creation of robust public handbooks to communicate safety, hygiene, and learning measures.
- Collaborated with Finance and Operation staff to ensure adequate resources were allocated to campuses.
- Consistently communicated with District Leaders and the Board of Trustees regarding updates from the Texas Education Agency and County Health Departments on behalf of the Superintendent.
- Maintained strong communication with Board Members in response to community concerns and questions.
- Guided development of a Campus Equity Team to support diversity and equity needs expressed by community.
- Served on the District Community Based Accountability System Leadership Team.
- Supervised and supported the District's International Baccalaureate (IB) and Dual Language campuses.
- Established Leander ISD's first Superintendent's Student Advisory Council to bring voice to diverse student viewpoints from across the District.

FORT BEND INDEPENDENT SCHOOL DISTRICT, Sugar Land, Texas

June 2017 – April 2020

H.E.B. 2017 Large District of the Year | The most ethnically diverse school district in U.S. | 76K students 6.6K staff | 83 schools | 90 languages spoken

Assistant Superintendent of Secondary Schools

*Lead and Support 27 principals, manage operations and instructional effectiveness, and oversee the academic and social-emotional growth of over 42,000 students across 27 secondary campuses. **Leadership highlights:***

- Led principals to develop accountability goals/practices, resulting in significant gains for disadvantaged students.
- Collaborated with stakeholders to establish TEA certified Early College programs within existing two high schools.
- Guided campus performance measures for all schools to show significant progress on A-F state accountability.

Fort Bend ISD, Assistant Superintendent of Secondary Schools (continued)

- Led the establishment of evacuation centers during Hurricane Harvey, successfully sheltering 450 families.
- Supervised and coached Director of Career and Technical Education and District CTE decision making.
- Supervised Fort Bend ISD Athletics Administration Staff
- Supervised, coached, and supported a district middle school to earn a Texas Schools to Watch designation.
- Contributed to success of \$992M bond in 2018 w/74% approval through effective stakeholder communication.
- Led the implementation of Special Olympics Unified Champion to improve inclusive student culture across campuses.
- Developed training and guidance for principals to execute board policy changes and expectations.
- Supervised district athletic programs to incorporate a culture of character development and improve gender equity.
- Served on District Community Based Accountability System Leadership Team.

FRISCO INDEPENDENT SCHOOL DISTRICT, Frisco, Texas

June 2015–June 2017

Fastest growing and highest performing large district in Texas | 56K students

Principal, Lebanon Trail High School

*Recruited to open a new high school as first high school principal hired from outside district in Frisco's history, and as only minority principal among 11 high schools. Managed daily building operations, including hiring and performance of 110 teachers, budgets/finance, instructional leadership, staff development, school improvement, student achievement, and data analysis. **Leadership highlights:***

- Successfully opened vision and mission-oriented 2.2K student 5A high school on schedule.
- Drove school's #1 ranking for student performance & growth amongst district high schools.
- Collaborated with community partners to help reduce \$30M budget deficit.
- Developed community collaborative Graduate Profile to guide 4-year student outcomes.
- Led campus to earn all accountability distinctions possible, including top school for student growth.

PFLUGERVILLE INDEPENDENT SCHOOL DISTRICT, Pflugerville, Texas
Large, fast growing district with rapidly changing demographics | 27K students

June 2005–June 2015

Principal, Hendrickson High School (2011-2015) | **Principal, Kelly Lane Middle School** (2008–2011)
Associate Principal, Hendrickson High School (2005–2008)

Successfully managed day-to-day operations in each setting, focusing on leadership in instruction, staff development, staff evaluation, climate/culture, student achievement, and finance. **Leadership highlights:**

- Led high school to 1st appearance on US News & World Report's Best High Schools list (Silver).
- Developed/implemented Freshmen Academy, reducing failure rate 61%.
- Doubled AP participation rate, emphasizing minority/disadvantaged students within 3 years.
- Awarded Top 25% distinctions in Closing Performance Gaps, Student Growth, and level III in Science, Math, English
- Led Hendrickson and Kelly Lane to lead district results on climate survey (Organizational Health Inventory).

AUSTIN INDEPENDENT SCHOOL DISTRICT, Austin, Texas

2003–2005

Assistant Principal | Covington Middle School

ROUND ROCK INDEPENDENT SCHOOL DISTRICT, Austin, Texas

2002-2003

Assistant Principal | Cactus Ranch Elementary School

EDUCATION | CERTIFICATIONS

Doctor of Education: Cooperative Superintendency Program, University of Texas at Austin (2016)

RELAY Graduate School of Education – *Leverage Leadership* School Improvement Certification (2017)

Master of Educational Administration, University of Texas at Austin (2004)

Bachelor of Science in Education: Middle School Education, Illinois State University, Normal, IL (2000)

Cognitive Coaching Certification, Center for Cognitive Coaching (2014)

PUBLICATIONS | PRESENTATIONS

Padavil, D. (2016). A focus on growth: Leadership strategies for TTESS. *Texas Study of Secondary Education*. 25 (2), 5-11.

Padavil, D. (2014). Lessons on instructional leadership. *Texas Study of Secondary Education*. 23 (2), 5-8.

Adjunct Professor – School Policy and Law, School Finance University of Houston at Sugar Land School (2017-2020)

Keynote Presenter – Instructional Leadership Region V Workshop (2017)

Presenter-TASSP Summer Workshop (2014 - 2017)

Presenter-TASSP Assistant Principal Workshop (2008, 2010, 2013, 2014, 2016-17)

Cognitive Coach to Aspiring Principals - University of Texas at Austin (2009-2014)

TESTIMONIALS

“Devin Padavil brings to the table a wide variety of experiences and skills that will not be bested by many. Perhaps as important are his intangibles that are required by true leaders; insight, vision, dedication, loyalty, intellect, high emotional quotient, and a leadership style that encourages others to follow.”

—Clinical Professor, UT-Austin

“His reputation preceded him and his strong work ethic and administrative intelligence surely paved a path that most educators will never walk. His ability to work in a collaborative and singular setting makes him a prime applicant to conquer the multiple education environments he will encounter in your school district. Dr. Padavil impacts education and will continue to impact it as a member of the Top 1% most influential educators in the years to come. His career path is one to watch and his impact is one to admire.”

—Chief of Schools, Fort Bend ISD

“He understands fully, and teaches to others, that unless you have the “hearts” of students you have little chance of impacting their minds. Similarly, he works diligently to develop and nurture strong and meaningful relationships with a vast array of stakeholder subgroups in the interest of serving students more powerfully.

Devin possesses that rare combination of intellect and heart that we all wish were the attributes of the leaders we follow (and the ones who teach our children, and the ones we wish our children to become).”

—Superintendent (Retired), Guthrie CISD