

SUPERINTENDENT SEARCH: Damon ISD

Confidential Search • Conducted by Region 4 Education Service Center

LOCATION	ENROLLMENT	SALARY	DEADLINE
Damon, TX	~95 Students	\$95,000 – \$105,000	July 2, 2026

The Position

District	Damon ISD
Address	1211 Mulcahy Ave, Damon, TX 77430
Website	damonisd.net
Application Deadline	July 2, 2026 at 5:00 PM
First Round	TBD
Second Round	TBD
Name Finalist	July 16, 2026
Vote to Hire	August 7, 2026
Salary Range	\$95,000 – \$105,000
First Day	August 5, 2026

About Damon ISD

Current Academic Standing

Damon ISD earned an overall accountability rating of C (78) in 2025 and holds a B (84) FIRST Financial Integrity Rating for the State of Texas, demonstrating strong fiscal management alongside a clear opportunity for academic growth.

Vision

Damon ISD aspires to be an A-rated district and the obvious school of choice for its community. The Board of Trustees is actively seeking a superintendent who can lead that journey.

Community & Context

Damon ISD is a tight-knit, PK–8 community school located in northwest Brazoria County, approximately 20 miles south of Rosenberg. The district partners with Columbia-Brazoria ISD to serve its high school-aged students. The community takes great pride in its school and is looking for a leader ready to build trust, increase enrollment, and drive meaningful academic improvement.

Regional Support

Damon ISD is served by Region 4 ESC, which is conducting this search. Region 4 is committed to providing substantial, ongoing support to the successful candidate, including its Rapid Instructional Systems Enhancement (RISE) program (valued at \$350,000) and back-office finance department support.

SUPERINTENDENT SEARCH: Damon ISD

Confidential Search • Conducted by Region 4 Education Service Center

District at a Glance

Student Demographics (Enrollment: ~95 Students, PK–8)

African American	5%
Hispanic	65%
White	25%
Asian	2%
Two or More Races	4%
Economically Disadvantaged	74%
Special Education	26%
Emergent Bilingual	22%

Performance & Financials

Overall Rating	C (78) — txschools.gov
FIRST Rating	B (84) — TEA FIRST Rating
Teacher Start Pay	\$56,100

Board of Trustees

President	Helen Noble
Vice President	Ami George
Secretary	Traci Eversole
Members	Bubba Schneider, Jason Soileau, Jason Zavala

Qualifications & Leadership Profile

Minimum Qualifications

- Valid Texas Superintendent Certification
- Minimum 3 years of successful classroom teaching experience
- Minimum 3 years of successful principal experience
- Minimum 2 years of experience as an assistant/associate superintendent or superintendent

Preferred Qualifications

- Meets or exceeds all minimum qualifications
- Public school administrative experience in Texas
- Superintendent experience
- District-level leadership in at least two of the following: Academics, Operations, or Finance
- Demonstrable experience with community engagement

SUPERINTENDENT SEARCH: Damon ISD

Confidential Search • Conducted by Region 4 Education Service Center

District Opportunities, Priorities & Realities

- The superintendent will carry varied responsibilities common to small districts: instructional leadership, operations, and finance. The superintendent must be a versatile, hands-on leader.
- The district employs teachers on visas to fill certain vacancies; the superintendent will manage the visa process in collaboration with external partners.
- Damon ISD has a supportive, engaged Board of Trustees that is willing to roll up its sleeves to serve the district's students and staff.
- Student enrollment declined in 2025–26. The next superintendent must rebuild community trust and actively secure student enrollment.
- The district will receive significant support from Region 4 ESC through its RISE program (valued at \$350,000) and back-office finance assistance.

How to Apply

Region 4 ESC is conducting this search on behalf of the Damon ISD Board of Trustees. This is a confidential search; only the lone finalist will be publicly revealed. To be considered, submit the following to R4SuptSearch@esc4.net:

- [A completed application form](#)
- A detailed letter of interest specifying qualifications and motivation for applying, and an acknowledgement of the district's opportunities, needs, and pay structure
- A one-page statement on your philosophy of educational administration
- A current resume or curriculum vitae
- A copy of a valid Texas Superintendent certification

Application Deadline: July 2, 2026, at 5:00 PM