



**National Association of
School Superintendents**
United in Common Purpose: Each Other's Success

Name

Quintin Shepherd

Current School District and Location

Pflugerville Independent School District, Texas

INTRODUCTION

Meet Dr. Quintin Shepherd, Superintendent of Pflugerville Independent School District. PfISD serves more than 25,000 students and stands as a diverse, dynamic community just outside Austin, Texas. Dr. Shepherd's leadership is distinguished by his commitment to transparency, collaboration, and purpose-driven change. His career has been defined by a deep belief in servant leadership and a vision that every student, no matter their circumstance, deserves to have their promise, purpose, and potential realized.

Education

Dr. Shepherd earned his Bachelor of Science in Education from Western Illinois University. He later pursued and completed his Master of Science and Doctor of Philosophy degrees in Educational Leadership from Western Illinois University and Iowa State University, respectively. His academic foundation reflects a lifelong commitment to learning and leadership.

Experience

Dr. Shepherd's career has spanned multiple states and leadership roles, beginning as a teacher and quickly progressing to campus and central office administration. Before joining Pflugerville ISD, he served as Superintendent in Iowa, Illinois, and Texas. In each district he led, Dr. Shepherd initiated community-driven strategic planning processes, strengthened board governance practices, and championed innovative learning models to better serve students' evolving needs. In addition to his work at the district level, Dr. Shepherd is a nationally recognized voice on topics including leadership in times of disruption, AI integration in education, and governance reform.

Outstanding Achievement(s)

Among Dr. Shepherd's most significant achievements is his leadership of a district-wide 'Discovering Pflugerville' listening and learning tour, engaging thousands of community

members in shaping the district's future direction. He has authored and published numerous thought leadership pieces on governance, leadership courage, and artificial intelligence in education. Under his leadership, Pflugerville ISD has expanded pathways for students' college and career readiness and launched groundbreaking mental health and wellness initiatives. Yet, when asked, Dr. Shepherd shares that his proudest achievement is creating a culture where students and staff alike feel seen, heard, and valued. "At the end of the day, the true measure of our work is how we have honored the humanity in others," he reflects.

AN INTERVIEW

Tell us about how you see today's superintendent.

Today's superintendent must lead with a balance of courage and compassion. The role is no longer solely about managing operations or driving test scores... it is about building trust, fostering community, and leading learning ecosystems that adapt to rapid societal change. Superintendents today must be skilled communicators, visionary thinkers, and steady navigators amid polarization and uncertainty.

What new understandings did you acquire after two or three years on the job?

After several years, it became profoundly clear that leadership is less about making declarations and more about fostering ownership. When students, staff, parents, and community members are invited to co-create solutions, true transformation is possible. I also learned that the superintendent's role is not to have all the answers but to cultivate the environment where the right questions are asked and answered together.

Share an idea to use or something you've learned with your colleagues.

One powerful idea I have embraced is the principle that the people closest to the problem must have the loudest voice in solving it. In practical terms, this means authentic engagement... not simply asking for feedback but demonstrating that it matters. Ownership always outweighs buy-in when it comes to sustainable change. If we seek to build organizations that thrive, we must lead with humility and a deep trust in the collective wisdom of those we serve.

Submitted by:

Name/Signature

Date