

JGCONSULTING

Application: Superintendent

Alief Independent School District Leadership Profile

Mission:

The mission of the Alief Independent School District, in collaboration with family and community, is to provide an exemplary education that values diversity of race, culture, gender, learning ability, and socioeconomic background in an environment that is equitable for all students and free of stereotypical expectations to ensure both a physically and mentally safe environment.

Vision:

Empowering students through unlimited opportunities to change the world



Alief ISD's graduation rate surpasses the state average.



Alief ISD students exceed the state average in enrollment in post-secondary institutions.



Alief ISD offers a variety of programs for students ranging from fine arts to Professional certifications.

Why Choose Alief ISD?

JGCONSULTING

JG Consulting has engaged with the Alief Independent School District to recruit candidates to serve as the Superintendent.

Confidential Search: Only the Lone Finalist will be named

The Alief Independent School District (AISD) Board of Trustees is seeking a committed, strong, and student-focused instructional leader to serve as the Superintendent. The successful candidate should possess the following characteristics and qualifications:

- An experienced educator with a proven track record turning around and growing academic success for ALL student groups in a diverse, urban district with high mobility, bilingual and special education needs.
- A visionary who can develop and expand career, college, and military opportunities available to all AISD students through additional or more focused CTE course options throughout the K-12 experiences. A passionate, caring, and trustworthy leader who can inspire students, teachers, staff, and the community to believe in the potential of all AISD students.
- A dedicated competitor who will grow student enrollment in a densely competitive market.
- A motivational team captain who strives to work in partnership with principals, teachers, parents, and the community to grow enrollment and improve student outcomes.
- A skilled manager who will hire, develop, motivate, pay, and retain top-notch administrators and teachers, who sets clear expectations and delegates authority appropriately to build pride and leadership skills within the district.
- A visible leader committed to longevity in our district.
- An authentic communicator who can listen, understand, and nurture the established family culture of Alief ISD while meeting the high expectations and diverse needs expressed by the Board of Trustees, parents, students, teachers, staff, and community partners.
- A proud cheerleader who will support, celebrate, and market Alief programs and opportunities.
- A team-builder who appreciates, nurtures, motivates, and grows parent and community involvement in activities to support student growth and academic excellence.
- A courageous captain who is willing to advocate locally and at the state and federal levels on behalf of our students and staff in Alief and in all public schools.
- An ambassador for the district who is adept at making external connections and is willing and able to nurture and grow strong partnerships throughout the area and across Texas to support the district's initiatives.
- A person of high integrity who understands, values, and respects the culture of the district and the people they serve, who treats all people with dignity and respect AND who builds and rewards an educational team of leaders who do the same throughout the district.
- A leader knowledgeable in budget management and the Texas school finance system, who is adept at increasing and appropriately spending resources to improve student safety and security, academics, special education, extracurriculars, student and community supports, and facility needs.
- An involved participant who embraces and takes part in school and community activities.

JGCONSULTING

CONDITIONS OF EMPLOYMENT

Candidates must have or be qualified to obtain the Texas Superintendency Certificate. To receive the standard Superintendent Certificate, candidates must hold, at a minimum, a principal certificate or the equivalent issued under this title or by another state or country. Questions regarding certification should be directed to the Texas Education Agency; please contact (512) 463-9734. Background checks and fingerprinting are required for hire.

Selection Process

All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by the law. After all applications are reviewed and preliminary interviews are conducted by JG Consulting, the names of the candidates will be presented to the Alief ISD Board of Trustees for its consideration to conduct additional interviews. The first and final rounds of interviews will be in closed session with the Board of Trustees. The Lone Finalist will be named on or around October 27, 2022. There is a minimum 21-Day waiting period required by law before the candidate can enter a contract once he or she is announced as the Lone Finalist.

| | |
|-------------------------------------|--|
| <u>Salary and Benefits:</u> | Negotiable; commensurate with experience |
| <u>Criminal History/Background:</u> | Required |
| <u>Fingerprinting:</u> | Required |

The online application should include one (1) file with the following information in PDF format:

- Letter of Interest
- Current Resume
- List of References
- College/University Transcripts
- Copies of the "Verification Forms" (pages 5 – 6 of this document)

Electronic submittal is required: www.jgconsulting.us/job/alief-isd-superintendent/

(A reply email will be sent to confirm submission has been received)

Application Deadline: September 27, 2022

Desired Beginning Date: January 2023 (subject to change)

JG Consulting is conducting the executive search:

Alton Frailey
P: (832) 748-0602
E: afrailey@yahoo.com

Sue Deigaard
P: (713) 826-8005
E: susan.deigaard@gmail.com

Dr. Michael Hinojosa
P: (214) 986-3978
E: eliumh17@gmail.com

Amber Elenz
P: (512) 632-9249
E: amberelenz@gmail.com

Dr. Steve Flores
P: (956) 244-0768
E: smflores0110@gmail.com

Mike McKie
P: (281) 813-0725
E: mmckie@austin.rr.com

JGCONSULTING

Applicants are not to contact any members of the Board. The final selection is the sole responsibility of Board of Trustees. For clarification and application inquiries, call (888) 765-3731. The Alief Independent School District does not discriminate against race, religious creed, color, national origin, age, ancestry, physical and/or mental disability (including HIV and AIDS), medical condition, genetic information, marital status, sex (childbirth, breastfeeding and medical conditions related to pregnancy, childbirth, or breastfeeding), gender, gender identity, gender expression, age, sexual orientation, and military and/or veteran status.

| Proposed Activities | Proposed Timelines¹ |
|--|--|
| Planning discussion to initiate the Superintendent search with each Trustee. | July 18 – 21 |
| Internal and External Community-related meetings: a. Interviews with each Trustee. b. Community outreach meetings to solicit feedback for the desired characteristics and traits of the next Superintendent. c. <u>Ongoing</u> ; Online survey (duration of the executive search). | July 18 – August 20 |
| Present formal scope of work and preliminary job profile to the Board of Trustees during executive session for approval and/or necessary modifications, research recruiting channels within PreK-12 and external networks; define marketing and recruiting strategies. | August 23 |
| Candidate Application Portal is Open Marketing and Recruiting Activities; Local, state, regional and national publications; Other education publications and websites; E-mails, calls, virtual meetings, and in-person meetings. | August 24 – September 27 |
| Application due date | September 27 |
| Prepare and present pre-screened applicants in a reporting format and with access to the online interview videos | October 4 |
| <u>Candidate Interviews: Round I</u> Final Round of Interviews | October 10-12 October 24 – 25 |
| Name the Lone Finalist | October 27 |
| Superintendent to Begin Service² | January 2023 |

¹ All dates are aligned to meet the deliverables of the Board of Trustees.

² Subject to change.

JGCONSULTING

Verification for Superintendent

Please attach a brief explanation for any circumstances arising from the questions below that you are unable to initial. I hereby certify that none of the listed conditions have occurred by initialing each of the following:

_____ I have never left any governmental-related employment or other profession, voluntarily or involuntarily, while the subject of an inquiry, review, or investigation of alleged misconduct or alleged violation of professional standards of conduct or had reason to believe such investigation was imminent.

_____ I have never been nor am I currently the subject of an inquiry, review or investigation for alleged misconduct or alleged violation of the professional standards of conduct.

_____ I have never failed to complete a contract for employment in any industry for any alleged misconduct or alleged violation of professional standards of conduct.

_____ I have never had a professional certificate, credential, or license (of any kind) revoked or suspended nor have I been placed on probationary status for any alleged misconduct or alleged violation of the professional standards of conduct.

_____ I have never been denied a professional license for which I applied or was granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct.

_____ I have never surrendered a professional license of any kind before its expiration.

_____ I have never been disciplined by any public agency responsible for licensure of any kind including but not limited to educational licensure.

_____ I have never been charged with any: (a) felony, (b) misdemeanor, or (c) major traffic violation, such as; driving under the influence of intoxicants or illegal drugs; reckless driving; fleeing from or attempting to elude a police officer; driving while my license was suspended, revoked or used in violation of any license restriction; or failure to perform the duties of a driver or witness at an accident.

_____ I have never entered a plea of guilty or no contest relative to any charge for an offense listed in the question above.

_____ I have never had any civil complaint, judgment or other court order entered against me resulting from abuse, assault, battery, harassment, intimidation, neglect, stalking or other threatening behavior toward other persons.

_____ I have never been the subject of a substantiated report of child abuse or sexual misconduct of any kind.

_____ I have not previously nor am I currently the subject of an ongoing investigation related to a report of suspected child abuse or sexual conduct.

_____ I authorize you to make such investigations and inquiries of my personal, employment, educational, financial, and other related matters as may be necessary for an employment decision.

JGCONSULTING

Confirmation of Verification

The information that I have provided in this Verification of Superintendent Application is true and accurate to the best of my knowledge. I have answered all questions to the best of my ability, and I have not knowingly withheld information that would negatively affect my application. Any misrepresentations or omissions of fact in this application, any materials submitted with this application, or during interviews may be cause for rejection of this application or subsequent dismissal from employment, if hired.

I hereby authorize all my current and former employers who are education providers to disclose the (a) dates of my employment; (b) whether I was the subject of any substantiated reports of child abuse or sexual conduct related to my employment; (c) the dates of any substantiated reports; (d) the definitions of child abuse and sexual conduct used by the education provider when the determination was made that any reports were substantiated; and (e) the definitions of child abuse and sexual conduct used by my education provider employer to determine whether any reports were substantiated.

I authorize my listed references, current and past employers, and anyone else who has information about my work history, education qualifications, or fitness to provide such information to the Alief ISD Board of Trustees for which I have completed an employment application. I release all persons providing this information to the Alief ISD Board of Trustees from any liability whatsoever for obtaining and providing that information, regardless of the results.

I acknowledge that finalists in this Superintendent search may be subject to criminal records check by the Alief ISD Board of Trustees or any other relevant state-licensing agency related to my employment. I acknowledge that the Alief ISD Board of Trustees may conduct an internet search, reference checks, background investigations and confirmation of employment as a part of this application.

Confidential Search: Superintendent for Alief ISD

Signature of Applicant: _____

Printed Name of Applicant: _____

Date: _____