

JGCONSULTING

Application: Superintendent

Community Independent School District Leadership Profile

Mission:

In partnership with an engaged community, we will create an uncompromising commitment to excellence by empowering learners in the Brave Nation where success is celebrated and everyone is valued.

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

The Community Independent School District serves approximately 2,700 students across four campuses and is one of the largest employers in the area made up of Copeville, Josephine, Lavon, and Nevada, Texas.



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Confidential Search: Only the Lone Finalist will be named

The Community Independent School District Board of Trustees is seeking a highly qualified and committed educational leader to serve as its Superintendent. The successful candidate should possess the following characteristics and qualifications:

- A proven leader who has served as an educator with preferably five (5) or more years of experience serving at the executive-level (Doctoral Degree preferred);
- Be a person of high personal morals and standards who will continue to focus on and reinforce the district's core values of being generous, humble, passionate, and wise;
- A forward-thinking visionary who respects the people and work that has come before;
- A trustworthy collaborator able to unify the multiple communities and diverse populations that form Community ISD;
- A willingness to live in the Community ISD district;
- A visible, transparent, and effective communicator who is willing to defend and make difficult decisions on behalf of the district;
- A passionate leader with strong expertise and knowledge in academic policy, pedagogy, and its impact on student achievement and staff effectiveness (teaching and campus administration preferred);
- A track record of successfully raising the academic achievement of all students through programs such as, early childhood, CTE, SPED, SEL, advanced academics, and whole child support;
- An innovator who embraces and advances robust and creative programs and partnerships in fine arts, athletics, and CTE, while preparing scholars for both college and career opportunities;
- A champion for the District who works collaboratively alongside the Board of Trustees with a diverse body of students, teachers, staff, administrators, parents, and community members to build a culture and climate of transparency, mutual trust, respect, and cooperation;
- A team builder who has the management style and interpersonal skills to hire, develop, motivate, and retain a highly effective instructional staff/executive team; who sets clear expectations and delegates authority while remaining knowledgeable and accountable for the district's overall progress and activities;
- A leader knowledgeable in school business such as serving fast-growth districts, the Texas school finance system, and experienced in passing bond referendums and overseeing construction projects.

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.

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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 Community 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 July 19, 2021. There is a minimum 21-Day waiting period required by law before the candidate can enter into 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 preferred: www.jgconsulting.us/job/superintendent-community-isd
(A reply email will be sent to confirm submission has been received)

Application packets may be mailed to:
One-Fourth Consulting, LLC (D/B/A JG Consulting)
3616 Far West Blvd., Ste. 117-586
Austin, TX 78731

Application Deadline: June 22, 2021

Desired Beginning Date: TBD

JG Consulting is conducting the executive search:

James Guerra, CEO P: (214) 934-5537 E: james@jgconsulting.us	Dr. Scott Davis P: (806) 317-4072 E: doctorswdavis@gmail.com	Amber Elenz P: (512) 632-9249 E: amberelenz@gmail.com
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Applicants are not to contact any members of the Board. The final selection is the sole responsibility of the School Board. For clarification and application inquiries, call (888) 765-3731. The Community 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,

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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.

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 school district-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 educational or school-related position 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.

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_____ 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.

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 of the 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 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 Community ISD Board of Trustees for which I have completed an employment application. I release all persons providing this information to the Community 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 Community ISD Board of Trustees or any other relevant state-licensing agency related to my employment. I acknowledge that the Community ISD Board of Trustees may conduct an internet search, reference checks, background investigations and confirmation of employment as a part of this application.

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Signature of Applicant: _____

Printed Name of Applicant: _____

Date: _____