

JGCONSULTING

Application: Superintendent **Crosby Independent School District**

Confidential Search: Only the Lone Finalist will be named

The Crosby Independent School District (Crosby ISD) Board of Trustees is seeking a committed and highly engaged leader to serve as the 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);
- Strong interpersonal and visionary leader. Someone who will connect with, support and inspire commitment from students, staff and the community;
- An effective communicator who is willing to defend and make difficult decisions on behalf of the district;
- Expertise and knowledge in academic policy and pedagogy and its impact on student academic achievement (teaching and campus administration preferred);
- A track record of successfully seeking and implementing best practices to maximize the success of the entire organization with an emphasis on raising the academic achievement of all students;
- An unwavering commitment and dedication to supporting and growing a culture of inclusion and equity across a diverse district and community setting;
- A successful record of implementing systems-based practices to address current and future demands as the district's leader (i.e.; crisis management during COVID-19, school safety, CTE and career coursework opportunities, etc.);
- A leader who embraces and advances the district's innovative programs including but not limited to supporting Social Emotional Learning (SEL) and the district's early college high school programs;
- A commitment to strengthen the district's practice and performance in serving all students including those with special needs, students with cognitive and developmental disabilities, learning differences and/or learning challenges;
- Ability to communicate authentically and work collaboratively alongside the School Board, with a diverse body of students, teachers, staff, administrators, parents, and community to build a climate of transparency, mutual trust, respect and cooperation;
- A team builder who has the management style and interpersonal skills to hire, develop, motivate and maintain a highly effective executive team and who can set clear expectations and delegate authority while remaining knowledgeable and accountable for the district's overall progress and activities;

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- Knowledgeable in budget management, and the Texas school finance system and adept at legislative engagement and advocacy.

CONDITIONS OF EMPLOYMENT

<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 4 – 5 of this document)

Electronic submittal is preferred: www.jgconsulting.us/job/superintendent-crosby-isd

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

Application packets may be mailed to:

One-Fourth Consulting, LLC (JG Consulting dba)
3616 Far West Blvd., Ste. 117-586
Austin, TX 78731

Application Deadline: February 16, 2021

Desired Beginning Date: April 18, 2021

JG Consulting is conducting the executive search:

James Guerra, CEO

P: (214) 934-5537

E: james@jgconsulting.us

Alton Frailey

P: (832) 748-0602

E: alfrailey@yahoo.com

Steve Murray

P: (972) 955-7070

E: 3xtconsulting@gmail.com

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 Crosby Independent School District does not discriminate against race, religious creed, color, national origin, age, ancestry, physical and/or mental disability (including HIV and

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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 Timelines
Planning discussion to initiate the Superintendent search with each Trustee	December 14 – 15
<p>Internal and External Community-related meetings:</p> <ul style="list-style-type: none"> a. <u>December 7</u>; Search firm introduction during regular Board Meeting b. <u>January 4 – 13</u>; stakeholder meetings conducted by the search firm (in-person, Zoom, Town Hall Meeting and Conference Calls) c. <u>Ongoing</u>; Online survey (duration of the executive search) and in-person meetings (when allowable) d. Engagement meetings to solicit feedback for the desired characteristics and traits of the next Superintendent can continue during each phase of the executive search 	December 7 – January 13
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.	January 14
<p>Candidate Application Portal is Open;</p> <p>Marketing and Recruiting Activities;</p> <p>Local, state, regional and national publications;</p> <p>Other education publications and websites;</p> <p>Campaigns: E-mails, calls and virtual meetings and in-person recruitment.</p>	January 18 – February 16
JG Consulting candidate screening; includes online interviews	January 18 – February 22
Application due date	February 16
Prepare and present pre-screened applicants in a reporting format and with access to the online interview videos	February 25
<p><u>Candidate Interviews: Round I</u></p> <p>Final Round of Interviews</p>	<p>March 8 – 9</p> <p>March 25 – 26</p>
Name the Lone Finalist	March 29
Superintendent Begins Service	April 18

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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 educational school-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 educational services 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.

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_____ 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 (involving a PreK-12 student or minor child).

_____ 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 education provider employer to determine whether any reports were substantiated.

I authorize my listed references, current and past employers and educational institutions, and anyone else who has information about my work history, education qualifications, or fitness to provide such information to the school district for which I have completed an employment application. I release the school district and all persons providing this information to the school district 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 school district or any other relevant state-licensing agency related to my employment. I acknowledge that the school district 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: _____