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Application: Superintendent

Lovejoy Independent School District Leadership Profile



Mission:

To propel every person to personal excellence.

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

The Lovejoy Independent School District, founded in 1917, is a public school district located about 25 miles north of Dallas in the rapidly growing region of central Collin County. The district covers approximately 17 square miles. The Lovejoy Independent School District is home to over 4,000 Pre-K-12 students. Lovejoy is categorized as a 5A school district for athletics, fine arts, and academic competitions. Lovejoy will remain a district with only one high school, with 9-12 enrollment not to exceed 1,900 students. Lovejoy graduated its first senior class in 2010, and consistently receives both state and national recognitions in academics, fine arts, and athletics. We believe every student deserves to be surrounded by the best educators who strive to exceed the individual needs of each student and prepare them for the future of their choosing.

Recognitions

- Winner of the State of Texas HEB Excellence in Education Award for school districts.
- Two-time winner of the prestigious UIL Lone Star Cup.
- 2019 5A UIL Academic Champions.
- Ranked in the top 1% of over 1,200 school districts in performance on the State of Texas.
- Assessment of Academic Readiness (STAAR) exams, Lovejoy is one of only 4 districts and charters to receive a grade of “A” and a 98 on the 100-point scale. Ranked in the top 1% of mastery level achievement on STAAR exams.
- Lovejoy High School ranked in the top 1% of all high schools in the nation by “U.S. News and World Report”.
- Lovejoy High School ranked in the top 5,000 STEM high schools in the nation by “Newsweek”.

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- The College Board designated 350 Lovejoy High School Advanced Placement Scholars in 2020. Thirty-three scholars were designated as National AP Scholars with a 4.45 (out of 5) average on eight or more exams.
- State Champions in Volleyball (eight years), Swimming, Cross Country (five years), Track, Wrestling and Powerlifting; State Finalist in Swimming, Cross Country, Softball, Track, Wrestling, Powerlifting, Girls Basketball, and Tennis.
- Award Winning Fine Arts Program in the Visual Arts, Band, Color Guard, Orchestra, Choir, Theatre, and Dance. (Art and Music program available for Pre-K-5 students.)
- Award Winning Journalism, Computer Science, Robotics, Speech and Debate, Health Occupations, and Chess Programs.

Confidential Search: Only the Lone Finalist will be named

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

- A professional educator with experience as a teacher and administrator with preferably five (5) or more years of campus administration leadership, as well as, senior executive-level administration leadership (Doctoral Degree desirable but not required);
- A proven instructional leader with a track record of success in implementing and driving curriculum best practices proving academic growth for all students;
- Expertise in school finance, district budget management, and legislative engagement, as well as the ability to maintain and increase outside funding sources;
- A team builder able to build a positive climate and has the interpersonal skills to work collaboratively in partnership with the Board, students, teachers, staff, administrators, parents, and community to build a climate of transparency, mutual trust, respect, and cooperation;
- An exceptional communicator with the ability to convey information effectively and efficiently in writing and verbally. Also, who is open, approachable, and an ethical leader who is actively and enthusiastically involved and visible within the district and community;
- Experience in strategic planning and sound management practices, with appropriate planning, analytical, human resource, and decision-making skills, who sets clear expectations, delegates authority, but remains knowledgeable and accountable for the district's overall progress;
- A progressive leader who is committed to serving the district and Lovejoy community for the long-term;
- A visionary leader who builds and strengthens relationships within the community and nurtures existing partnerships;
- A thoughtful leader who can build consensus yet make and take responsibility for difficult decisions that are in the best interest of all students and taxpayers within the

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district.

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 Lovejoy 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 May 24, 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-lovejoy

(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: April 27, 2021

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Desired Beginning Date: TBD

JG Consulting is conducting the executive search:

James Guerra, CEO

P: (214) 934-5537

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Dr. Patricia Linares

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Elsie Schiro

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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 Lovejoy 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 Timelines
Online Survey Opens	March 17 – 24
JG Consulting develops Leadership Profile with School Board	March 25
Candidate Application Portal Opens and Closes: Marketing and Recruiting Activities; Local, state, regional and national publications; Other publications and websites; Campaigns: E-mails, calls and virtual meetings and in-person recruitment.	March 28 – April 27
JG Consulting candidate screening; includes online interviews	April 28 – May 4
Candidate Review	May 5
Round I of Interviews	May 13 – 14
School Board Interviews Finalists	May 20 – 21
School Board Names Lone Finalist	May 24
Superintendent Begins Service	TBD

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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 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.

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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.

_____ 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 anyone else who has information about my work history, education qualifications, or fitness to provide such information to the Lovejoy ISD School Board for which I have completed an employment application. I release all persons providing this information to the Lovejoy ISD School Board 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 Lovejoy ISD School Board or any other relevant state-licensing agency related to my employment. I acknowledge that the Lovejoy ISD School Board may conduct an internet search, reference checks, background investigations and confirmation of employment as a part of this application.

Confidential Search: Superintendent for Lovejoy ISD

Signature of Applicant: _____

Printed Name of Applicant: _____

Date: _____