

682.422.0009
FAX 682.422.0008



302 W. BROAD STREET
MANSFIELD, TEXAS 76063
WWW.LEASORCRASS.COM

LEASOR CRASS, P.C.

APPLICATION FOR POSITION OF SUPERINTENDENT - NORTHWEST ISD

This is a confidential search. Only the Lone Finalist will be revealed.

The Northwest ISD Board of Trustees is seeking an educational leader to serve as the Superintendent of Schools. The successful candidate must possess the following characteristics and qualifications:

- Possess Texas Superintendent Certification.
- A professional educator with experience as a teacher and administrator with a passion for excellence with a minimum of five (5) years of central office administrative experience; Superintendent experience preferred.
- A professional educator with a strong background in student performance success in Pre-K through 12 that is knowledgeable in developing and utilizing curriculum and assessment that are consistent with reform requirements at the local/state/national levels.
- A forward-thinking individual that can develop and recommend to the Board long-range plans regarding population trends, student/community needs, staffing, and current trends in order to plan for new or renovation of existing facilities.
- An energetic individual who possesses excellent interpersonal, communication, and political skills to assume an active leadership role in the cities, region and state on funding, infrastructure, and other education-related issues while handling the challenges of growth, finances, and political influence.
- A responsible supervisor who demonstrates knowledge of school finance and budget management experienced in sound management practices, with appropriate planning and decision-making skills.
- An excellent communicator with superior interpersonal skills who can make and defend difficult decisions that are best for students and the District with the ability to listen to others and foster a climate of mutual trust and respect as well as unify staff, faculty, and community.
- A trustworthy collaborator willing to organize and lead the District through consensus building among District stakeholders and through progressive innovation while respecting tradition to strategically plan and carry out a district vision/mission of excellence at all levels and in all departments.
- A dynamic leader with familiarity or experience in a diverse growing population who is committed to embrace and educate all students at Northwest ISD.
- A person of integrity willing to evaluate staff and be accountable for the effects of the District's growth who knows procedures for assessing and improving District operations in all support service areas.

CONDITIONS OF EMPLOYMENT

Salary and benefits:	Negotiable, depending on experience
Criminal History/Background:	Required
Fingerprinting:	Required
Residence Requirement:	Required

Application file should include:

- Letter of Interest
- Current Resume
- Brief Description of Major Accomplishments/Career Vita
- List of References
- Verification of Superintendent Application
- Copies of Certificate(s)

Application packets should be electronically submitted to:

suptsearch@leasorcrass.com

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

Applicants will participate in a short Zoom Interview after application has been received. You will be contacted to schedule a time to complete the Interview with Rhonda Crass. The Zoom Interview will be recorded and will be given to the Board as a part of the application.

Application Deadline: February 14, 2022 Desired Beginning Date: May 2, 2022

The superintendent search will be conducted by Leasor Crass, P.C.

Contact: Rhonda Crass, Shareholder
682.422.0017 or rhonda@leasorcrass.com

All applications will be treated confidentially and only the Lone Finalist will be revealed. Applicants are not to contact any members of the Board of Trustees. The final selection and appointment is the sole responsibility of the Board of Trustees. All personnel of the Northwest Independent School District are employed without regard to race, color, religion, sex, disability, age, or national origin. For clarification and application inquiries, call 682.422.0009.

Timeline

Application Deadline	February 14, 2022
Application Review by Board	February 16-21, 2022
Select Best Qualified Applicants to Interview	February 21, 2022
Initial Round of Interviews	February 24-26, 2022
Select Candidates for Second Round Interviews	March 1, 2022
Follow-up Interview	March 7-10, 2022
Board Names Lone Finalist	March 21, 2022
Board Votes to Hire Lone Finalist	April 11, 2022
Preferred Start Date	May 2, 2022

VERIFICATION FOR SUPERINTENDENT APPLICATION

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, voluntarily or involuntarily, while the subject of an inquiry, review, or investigation of alleged misconduct or alleged violation of the professional standards of conduct or had reason to believe such investigation was imminent.

_____ I am currently not 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 because of any alleged misconduct or alleged violation of the 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 the 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 convicted or been granted conditional discharge by a court for any: (a) felony, (b) misdemeanor, or (c) major traffic violation, such as: driving under the influence of intoxicants or 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 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 involving a K-12 student or minor child.

_____ I am currently not the subject of an ongoing investigation related to a report of suspected child abuse or sexual misconduct (involving a K-12 student or minor child).

CERTIFICATION 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 misconduct related to my employment; (c) the dates of any substantiated reports; (d) the definitions of child abuse and sexual misconduct used by the education provider when the determination was made that any reports were substantiated; and (e) the definitions of child abuse and sexual misconduct 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 perform the position of superintendent 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 and a license review through the Texas Teacher Standards and Practices Commission 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.

Signature of Applicant

Printed Name of Applicant

Date