

LEAD HEB Applicant Profile

2025-2026 Cadre

Application Window: 8:00 a.m. on January 21, 2025 through 4:00 p.m. on February 20, 2025.
Applications received after 4:00 p.m. on February 20, 2025 will not be considered.

Employee's Name: _____
(Last Name) (First Name)

Campus/Department: _____ Current Position: _____

Number of Years in HEB ISD (including current SY): _____

1. Have you completed or are you working on a Master's degree? _____
(If no, skip questions 2, 3, and 4)
2. If you are working on a Master's degree, how many hours are remaining? _____
3. When will the degree be completed? _____
(Month, Year)
4. What is the focus/area of your Master's degree? _____
5. What is your desired career path, if determined? _____

Please use the following rating scale to evaluate yourself in the areas below. Please provide a specific example to support your rating. 0- Rarely 1- Sometimes 2- Often 3- Almost Always

6. ____ Demonstrates commitment and dependability to his/her work through attendance and punctuality.

Example:

7. ____ Demonstrates professional, ethical, and responsible behavior; is a positive role model for others.

Example:

8. ____ Possesses strong verbal and written communication skills; effectively communicates with all stakeholders.

Example:

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9. ____ Demonstrates excellent judgement in making decisions and independently problem solving. Employee's decisions are supported by his/her supervisor.

Example:

10. ____ Views problems and issues through multiple lenses and perspectives; effectively builds consensus among colleagues.

Example:

11. ____ Proactively seeks opportunities to make positive contributions beyond his/her primary job assignment.

Example:

12. ____ Effectively utilizes self-reflection as a means of self-improvement.

Example:

13. ____ Maintains emotional control under pressure and in difficult situations.

Example:

Teachers Only:

14. Number of Years of Teaching Experience, if applicable (including current SY): _____

15. Please list any school year(s) during which you have been awarded a demonstration classroom distinction. _____

Candidates should electronically submit application and resume, no later than 4:00 p.m. on February 20, 2025, to:
Elementary employees-TiffanyBenavides@hebisd.edu; **Secondary/Central Admin employees-**LukeDeFilippis@hebisd.edu;
Auxiliary Services employees-MarshaPerry@hebisd.edu