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LEASOR CRASS, P.C.

APPLICATION FOR POSITION OF SUPERINTENDENT - GORDON ISD

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

The Gordon 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 a Texas Superintendent Certification;
- A professional educator with experience as an administrator with preferably three (3) or more years of leadership experience. Superintendent experience preferred;
- A proven leader with success and familiarity or experience in a small rural school population who is committed to the District and community and willing to live in the district;
- Demonstrated knowledge of school finance and budget management and preferably with Chapter 41 experience;
- An open communicator with superior interpersonal skills who can make and defend difficult decisions that are best for students and the school district;
- An individual with a reputation as an open, approachable, ethical, and enthusiastic leader who is involved in and visible throughout the district and community;
- A professional educator with the ability to evaluate staff and be accountable for student success;
- A trustworthy collaborator willing to organize and lead the district through consensus building among district stakeholders;
- An innovative problem solver that is committed to work in partnership with the Board of Trustees, staff, students, parents and community to build a climate of transparency, mutual trust, and cooperation;
- A community leader that demonstrates active involvement in the district and community;
- An effective delegator who empowers staff members to carry out their responsibilities independently while remaining knowledgeable and accountable for the district's overall progress in carrying out its mission; and
- A strong team builder with the ability to strategically plan and carry out a district vision/mission of excellence at all levels and in all departments.

CONDITIONS OF EMPLOYMENT

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

Application file should include:

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

Application packets may be electronically submitted to:

rhonda@leasorcrass.com

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

If you prefer to have color copies submitted to the board, please mail 8 copies to:

Rhonda Crass, 302 West Broad Street, Mansfield, TX 76033

(You will receive an email to confirm submission has been received.)

Application Deadline: May 8, 2017 Desired Beginning Date: July 1, 2017

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 Gordon 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	May 8, 2017
Application Review by Board	May 15-17, 2017
Initial Round of Interviews	May 18 and May 21, 2017
Follow up Interview	May 27, May 30 & June 2, 2017
Board names Lone Finalist	June 5, 2017
Board votes to hire Lone Finalist	June 26, 2017
Preferred Start Date	July 1, 2017

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



Application to Apply for the Position of Superintendent

Motto

Your Child. Our Mission. Gordon Tradition.

Mission

Gordon ISD is committed to provide a challenging learning environment that encourages high expectations for success through the development of appropriate instruction that allows for individual differences and learning styles. Our mission is to provide a safe, orderly, and nurturing environment that promotes life-long learning so that students become successful and valuable members of our ever-changing society.

Vision Statement

Gordon ISD is the heart of learning, caring, and support for all the community.

District Information

Gordon ISD is a small school district with approximately 195 students. Gordon ISD students excel at athletics, academics, as well as agricultural and civic service. We serve students in Gordon ISD with grades Pre-K through 12 and are a part of the Palo Pinto County Special Education Shared Services Arrangement. Our staff and volunteers work together to ensure success for everyone.

About Gordon

Gordon is a small town located 2 miles North of I-20, halfway between Dallas and Abilene. Gordon has a population of 516 and is a great place to raise a family! Gordon is just an hour away from the DFW metroplex and all it has to offer. A NCAA Division II University is 26 miles away, and two Junior Colleges are less than 35 miles away. Great medical facilities are within half hour's drive.

The town of Gordon was established in 1888 as a stop on the St. Louis Southwestern Railway, and that year a post office opened there. The community was named for Gordon, a surveyor from Bonham, who, in hopes of enticing the rail line to extend its tracks across land that he owned in Grayson County, donated a fifty-acre tract for a town site and railroad right-of-way. The presence of the railroad drew settlers and businesses from the nearby community of White Mound, and by the early 1890s the incorporated town of Gordon had the post office and a school, a general store, a blacksmith shop, a cotton gin, and a weekly newspaper.