

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 - KERENS ISD

---

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

The Kerens 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 rural school population who is committed to the District and community and willing to live in the district;
- Demonstrated knowledge of Texas school finance and budget management;
- 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.
- A visionary that has proven success in implementing cutting-edge technology and instructional strategies in today's classroom;
- An individual with knowledge of preventive maintenance and experience in the operations of all district business as well as experience dealing with school construction both in planning new or renovation of existing facilities.

## 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: April 19, 2018    Desired Start Date: July 1, 2018**

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

Contact: Rhonda Crass, Shareholder  
682.422.0009 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 Kerens 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	April 19, 2018
Application Review by Board	April 23-26, 2018
Initial Round of Interviews	April 30 and May 1, 2018
Follow up Interview	May 7-9, 2018
Board names Lone Finalist	May 10, 2018
Board votes to hire Lone Finalist	May 31, 2018
Preferred Start Date	July 1, 2018

## **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

### Value Statement

Motivated.

### Mission

Kerens ISD, in partnership with parents and community, will teach a rigorous and engaging curriculum, in a safe and orderly environment, preparing our students for success in the 21st century.

### Vision Statement

"Igniting Potential-Motivated to Succeed"

### District Information

Kerens ISD is a small school district with approximately 600 students. Kerens ISD students excel at athletics, academics, as well as agricultural and civic service. We serve students in Kerens ISD with grades Pre-K through 12. Our staff and volunteers work together to ensure success for everyone. Kerens ISD met standard in all areas of state accountability.

### About Kerens

Kerens is a growing and friendly Central Texas city conveniently situated between Corsicana and Athens on SH 31. The city lies about 70 miles southeast of downtown Dallas and about 180 miles from Houston.

One of the city's most well-known hometown boys is Big Tex. He now stands on the grounds of the State Fair of Texas and greets visitors from around the world. But Big Tex started life in Kerens as the world's largest Santa Claus.

Kerens was incorporated in 1881. The Texas & St. Railway built a narrow-gauge line through Navarro County and surveyed a townsite, which was named for an official with that railroad.