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LEASOR CRASS, P.C.

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**APPLICATION FOR POSITION OF  
SUPERINTENDENT FOR PEASTER ISD**

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

The Peaster 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 and preferably central office administrative experience with a minimum of three (3) years of administrative experience; Superintendent experience preferred;
- 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 with experience dealing with school construction preferred to manage the district's current and anticipated future growth;
- An effective leader that has demonstrated skill in supervising employees at all levels with the ability to recruit and retain quality staff that are willing to embrace and educate all students at Peaster ISD.
- A responsible supervisor who demonstrates knowledge of school finance and budget management with sound management practices and 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 school district while able to handle the challenges of growth, finances, and political influence;
- A visionary that has proven success in implementing cutting-edge technology and instructional strategies in today's classroom;
- A role model for students and staff who demonstrates honesty and exemplary moral character along with excellent people skills that is visible throughout the district, on campus and in the community with a willingness to be present at extra-curricular and community events.
- A person of integrity with the ability to fairly evaluate staff and students and be accountable for the district's growth who is knowledgeable in all aspects of public school operations including district and campus operations, strategic planning, curriculum assessment, personnel management, facilities and properties management, school finance and district funding.
- 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, unity, mutual trust, accountability and cooperation; and
- 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.

## CONDITIONS OF EMPLOYMENT

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

### **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 can be electronically submitted to:**

*rhonda@leasorcrass.com*

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

**Application Deadline: October 15, 2019    Desired Beginning Date: January 1, 2020**

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 Peaster 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.

**If you desire, you may also submit your Application file which should include an original and eight copies of the above described documents. (An email will be sent to confirm submission has been received.)**

### **Application packets should be mailed to:**

Rhonda Crass, Shareholder  
Leasor Crass, P.C.  
302 W. Broad Street  
Mansfield, TX 76063

## **Timeline**

Application Deadline	October 15, 2019
Applications Reviewed by Board	October 17, 2019
Select Best Qualified Applicants to Interview	October 22, 2019
Initial Round of Interviews	October 28-29, 2019
Board meeting to determine 2 <sup>nd</sup> Round Interviews	October 30, 2019
2 <sup>nd</sup> Round Interviews	November 4-6, 2019
Board names Lone Finalist	November 7, 2019
Board votes to hire Lone Finalist	December 2-5, 2019
Preferred Start Date	January 1, 2020

## **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 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 professional standards of conduct.

\_\_\_\_\_ I have you never failed to complete a contract for educational services in any educational or school-related position 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 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 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 your 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 you 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 conduct (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 conduct (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 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 educational institutions, and anyone else who has information about my work history, education qualifications, or fitness 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

### Mission

The Mission of the Peaster Independent School District is to provide every student the opportunity to develop to his/her maximum potential intellectually, physically, socially, and morally in the hope that he/she will become a capable, well-adjusted, contributing member of society.

### District Information

Settlement began in the 1870s when Georgia native H. H. Peaster bought 160 acres of land and built a house. The community that developed near the site of his home was originally called Freemont; in 1885 the name was changed to Peasterville. Postal service began in the 1880s. By the mid-1890s the town had over 100 residents who were served by three churches, a steam gin, a gristmill, a school, and a half dozen businesses. Throughout the twentieth century Peaster has served area farmers as a school and church community. Peaster is a growing residential area in Parker County and has now been incorporated into a town. New home construction has fostered growth in the school district.

Peaster Independent School District is a 3-A school district fully accredited by the Texas Education Agency. PISD serves students in Pre-Kindergarten through 12<sup>th</sup> grade and is located in Peaster, Texas in Parker County, but has a Weatherford address. Peaster Independent School District serves approximately 1,325 students, approximately 185 employees, and includes three campuses. Peaster has recently implemented football into their district and offers students an array of activities for participation.

### About Peaster

Peaster is on Farm Road 920, nine miles northwest of Weatherford in northwestern Parker County. Peaster is just 35 minutes from Fort Worth and 10 minutes from Weatherford. It has a growing population in a fairly young, incorporated town. Housing is abundant with many new subdivisions under construction.

Located just a short drive from Fort Worth, Peaster provides you with the best of both worlds, near the amenities of the metroplex, but with the benefits of a small country community. In Peaster, you are able to enjoy the country life in a rural area but close enough that you can find great restaurants and shopping in Weatherford and nearby Fort Worth. The school is the heart of the community and community support for the District is unmatched.

## Peaster ISD Facts and Figures

Student Enrollment	
High School Campus	392
Middle School Campus	300
Elementary Campus	609
<b>Total Enrollment</b>	<b>1301</b>
<b>Total Expenditures/Student</b>	<b>\$11,595.54</b>
<b>Maintenance and Operation Expense/Student</b>	<b>\$10,291/stud.</b>

Peaster ISD Employee Profile	
<b>Teaching Staff</b>	<b>111</b>
Bachelor's Degree	95
Master's Degree	16
Doctoral Degree	0
<b>Support Staff</b>	<b>63</b>
<b>Other</b>	<b>7</b>
<b>Total Employees</b>	<b>185</b>

Financial Profile	
<b>Total Operating Budgets</b>	<b>\$15,085,809</b>
Maintenance and Operations	\$12,659,130
Interest and Sinking	\$1,833,500
Child Nutritional Services	\$593,179
<b>Tax Rate</b>	<b>1.37%</b>
<b>Maintenance and Operations</b>	<b>.97%</b>
<b>Interest and Sinking</b>	<b>.40%</b>
<b>General Fund Expenditures (Percent)</b>	<b>.84%</b>
Payroll Costs	.82%
Professional/Contract Services	.06%
Supplies	.056%
Other Operating Expenses	.0071%
Capital Outlay	.0051%

TEA 2018 Snapshot			
<b>Anglo</b>	83.6%	<b>Economically Disadvantaged</b>	35.2%
<b>Hispanic</b>	13.0%	<b>Career and Technology</b>	70.65%
<b>African American</b>	1.1%	<b>Gifted and Talented</b>	88%
<b>Asian</b>	.1%	<b>Special Education</b>	36.84%
<b>Other</b>	.1%	<b>Bilingual</b>	37.37%
<b>Attendance Rate</b>	<b>96.1%</b>	<b>Completion Rate</b>	<b>100%</b>