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LEASOR CRASS, P.C.

APPLICATION FOR POSITION OF SUPERINTENDENT - BOYD ISD

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

The Boyd 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 professional educator with a strong background in student performance success, educational technology and vocational programs that is knowledgeable in developing and utilizing curriculum and assessment that is consistent with reform requirements at the local/state/national levels.
- 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 school district;
- An innovative problem solver that has proven success in implementing cutting-edge technology and instructional strategies in today's classroom and willing to integrate new ideas and technological concepts into the district;
- An individual with a reputation as a trustworthy, accessible, ethical, and confident who is involved in and visible throughout the district and community;
- A person of integrity with the ability to fairly evaluate staff and be accountable for the district's growth who knows procedures for assessing and improving district operations in all support service areas;
- An energetic individual who possesses excellent interpersonal, communication, and political skills to assume an active leadership role in the city, region and state on funding, infrastructure and other education-related issues while handling the challenges of growth, finances and political influence.
- A collaborative leader that is committed to Boyd ISD for the long term and demonstrates active involvement in the district and community.
- An effective delegator with the ability to motivate staff and students, bolster morale and generate enthusiasm while still successfully establishing, delegating and maintaining authority holding staff accountable in supervising employees at all levels including goals, evaluations, and growth utilizing the components of effective personnel policies, procedures and practices.

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
- Written Response to Board Inquiries
- List of References
- Verification of Superintendent Application
- College/University Transcripts
- Copies of Certificate(s)

Application packets should be electronically submitted to:

rhonda@leasorcrass.com

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

Application Deadline: October 22, 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 Boyd 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	October 22, 2019
Application Review by Board	October 25, 2019
Select Best Qualified Applicants to Interview	October 29, 2019
Initial Round of Interviews	November 4-5, 2019
Select Candidates for Second Round Interviews	November 6, 2019
Follow up Interview	November 11-13, 2019
Board names Lone Finalist	November 14, 2019
Board votes to hire Lone Finalist	December 9, 2019
Preferred Start Date	January 1, 2020

BOARD INQUIRIES

Please submit a written response to each of the following questions and include it in your application packet that is submitted.

1. What do you feel is the most pressing issue that Boyd ISD must address immediately?
2. What leadership qualities set you apart and make you the right candidate for this position?
3. How does your teaching experience translate into your philosophy for academic success?
4. What experience do you have with a small rural community?
5. What experience do you have with a fast growth district?

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 for Apply for the Position of Superintendent

Vision

A place of endless opportunities...where no one is left behind.

Mission

Boyd ISD is committed to providing a quality education to meet the varied needs of a diverse student body. Every learner will have the opportunity to be challenged, successful, and prepared for a future as a responsible, productive citizen.

District Information

Boyd Independent School District is a public-school district based in Boyd, Texas. In addition to Boyd, the district also serves a portion of the Briar community. Boyd ISD has an approximate student enrollment of 1,350 students and low socio-economic rate of less than 50%. The District offers full day Pre-K and over 50% of students graduate with some college credit. All campuses have active site-based committees that are heavily involved in the decision making for the District. Smaller classes due to the size of the District make personalized learning experiences a plus for parents and students.

About Boyd

Boyd is on State Highway 114 seven miles south of Decatur in southern Wise County. In the early 1890s farmers settled at the site, in the curve of the North Fork of the Trinity River. The community was originally referred to as Greasy Bend because the area was used to fatten hogs. After the Rock Island line reached the town in 1893, the settlement was renamed Parkhurst in honor of a railroad official. The community received a post office branch in September 1893. Sometime later, railroad officials complained that Parkhurst might become confused with Park Springs, a town just down the line, and Parkhurst citizens selected the name Boyd for their town, in honor of H. S. Boyd, another railroad executive. The Boyd community incorporated in 1895 and soon became a retail point for area farmers.

Boyd is the fastest-growing city in Wise County. According to recent numbers released by the North Central Texas Council of Governments, Boyd's 3.8 percent population increase since January 1, 2015, is the highest rate of growth in the county, even out-pacing the county's own 0.4 percent increase. Boyd's attractiveness is perhaps due to its quality school district that has a history of both academic and athletic success.

Boyd ISD Facts and Figures

Student Enrollment	
1 High School Campus	416
1 Middle School Campuses	214
1 Intermediate Campuses	272
1 Elementary Campuses	409
Total Enrollment	1,311
Total Expenditures/Student 199-240-599	11,962
Maintenance & Operation Expense/Student 199-240	10,902

Boyd ISD Employee Profile	
Teaching Staff	
Bachelor's Degree	73
Master's Degree	20
Doctoral Degree	0
Support Staff Instructional Aides	21
Other	61
Total Employees	175

Financial Profile	
Total Operating Budgets 19-20	
Maintenance and Operations	13,587,929
Interest and Sinking	1,388,963
Child Nutritional Services	704,748
Tax Rate	1.16
Maintenance and Operations	.97
Interest and Sinking	.19
General Fund Expenditures (Percent) 199	
Payroll Costs	70.57
Professional/Contract Services	14.44
Supplies	5.45
Other Operating Expenses	6.27
Capital Outlay	.78
Debt Service 1.92 / Other Uses .57	

TEA 2018 Snapshot			
Anglo	1055	Economically Disadvantaged	628
Hispanic	227	Career and Technology	466
African American	9	Gifted and Talented	60
Asian	3	Special Education	91
Other	47	Bilingual	0
Attendance Rate	95.4%	Completion Rate	95/100%