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LEASOR  CRASS, P.C.

**APPLICATION FOR POSITION OF
SUPERINTENDENT - WEATHERFORD ISD**

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

The Weatherford 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 five (5) years of administrative experience; Superintendent experience preferred;
- A forward-thinking individual with a strong background in student performance success, educational technology, and vocational programs with knowledge in developing and utilizing curriculum and assessment that is consistent with reform requirements at the local/state/national levels;
- A leader who is knowledgeable in the all aspect of public-school operations including district and campus operations, strategic planning, curriculum assessment, instruction, personnel management, facilities and properties management, school finance and district funding;
- A responsible supervisor who demonstrates knowledge of school finance and budget with sound management practices and appropriate planning and decision-making skills;
- 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 respected professional educator with the ability to recruit and maintain quality staff to ensure student success;
- A role model for students and staff who demonstrates strong moral values, high integrity, and embraces community values and is involved in and visible throughout the district and community;
- A person of integrity with the ability to fairly evaluate staff and students and be accountable for the district's growth;
- An independent thinker with the ability to function in an environment that requires flexibility and multi-tasking to achieve objectives in rapidly changing circumstances with a willingness to react positively;
- 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
- Written Response to Board Inquiries
- List of References
- Verification of Superintendent Application
- 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: March 20, 2020 Desired Beginning Date: June 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 are the sole responsibility of the Board of Trustees. All personnel of the Weatherford Independent School District are employed without regard to race, color, religion, sex, disability, age, or national origin. For clarification and application inquiries, please call 682.422.0009.

Proposed Timeline

Application Deadline	March 20, 2020
Application Review by Board	March 23-26, 2020
Select Best Qualified Applicants to Interview	March 26, 2020
Initial Round of Interviews	March 30 – April 2, 2020
Select Candidates for Second Round Interviews	April 3, 2020
Follow up Interview	April 6-9, 2020
Board Names Lone Finalist	April 13, 2020
Board Votes to Hire Lone Finalist	May 4-11, 2020
Preferred Start Date	June 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 Weatherford ISD must address immediately?
2. What leadership qualities set you apart and make you the right candidate for this position?
3. What do you do to sell your district and improve customer relations for those attending your district and how would that impact Weatherford ISD?
4. In building academic success, how much is because of your leadership and vision or do you rely and depend on the staff in the curriculum and instruction department to provide successful teaching and learning?
5. How would the academic success you have accomplished in your current district compare to Weatherford ISD considering the demographics of Weatherford ISD?

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 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, educational 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 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 a criminal record 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 the Position of Superintendent

Vision

WISD will be the world-class district of choice.

Mission

The mission of the Weatherford ISD Board of Trustees is to ensure all students receive a quality education through collaborative leadership, effective use of resources, and a qualified staff.

District Information

Weatherford Independent School District is located 20 miles west of Fort Worth and is the home of the Kangaroos! It serves more than 8,000 students in grades Pre-K through 12, which covers a large portion of Parker County. In addition to Weatherford, the District serves most of Hudson Oaks as well as portions of Willow Park and Annetta North. Weatherford ISD also has an agreement with Tarleton State University, where graduates of Weatherford High School who are ranked in the top 25% of their class will receive automatic admittance to Tarleton. ACT/SAT scores and application fee are waived as well for these top graduates.

Weatherford ISD and its Board of Trustees are committed to the use of Continuous Improvement as a means to provide a stable, long-term framework for improving student achievement, as well as department performance. The Board holds that the Baldrige Criteria for Performance Excellence, called Continuous Improvement for the Weatherford ISD, provides a comprehensive, integrated systems perspective of overall organizational performance management. The Weatherford ISD Board of Trustees was selected as the State's Outstanding School Board for 2009 in the Texas Association of School Administrators' School Board Awards Program.

About Weatherford

Weatherford is a city in the seat of Parker County, Texas. It is situated approximately 30 miles from downtown Fort Worth and is easily accessible on Interstate 20. In 1854, Methodist Reverend Pleasant Tackett led 15 pioneer families into a land they called "Goshen," which would later become part of Parker County itself. The following year Weatherford was created by the efforts of State Representative Isaac Parker and State Senator Thomas Jefferson Weatherford in the Texas State Legislature. According to his cousin, Senator Weatherford never set foot in the town that bears his name.

In 1895, the town's still existing daily newspaper, the Weatherford Democrat, began publication. The Weatherford Telegram began publishing as a weekly newspaper in 2006.

The city was named by the Texas Legislature as the Peach Capital of Texas due to the peaches produced by area growers. The peach is celebrated each year at the Parker County Peach Festival, which is Weatherford's largest event and one of the best-attended festivals in Texas. Weatherford is also known as the "Cutting Horse Capital of the World".

Weatherford ISD Facts and Figures

Student Enrollment	
1 High School Campus	1,666
1 Ninth Grade Campus	614
2 Middle School Campuses	1,950
7 Elementary Campuses	3,875
Total Enrollment	8,105
Total Expenditures/Student (all funds)	11,794
Maintenance & Operation Expense/Student	9,863

Weatherford ISD Employee Profile	
Teaching Staff	544.9
Bachelor's Degree	424.7
Master's Degree	113.2
Doctoral Degree	3
Support Staff	111.6
Other	389.8
Total Employees	1046.3

Financial Profile	
Total Operating Budgets 19-20	
Maintenance and Operations	79,938,335
Interest and Sinking	12,774,308
Child Nutritional Services	2,911,685
Tax Rate	1.34735
Maintenance and Operations	1.06835
Interest and Sinking	.279
General Fund Expenditures (Percent)	1.3474
Payroll Costs	65,010,876
Professional/Contract Services	6,825,020
Supplies	4,659,895
Other Operating Expenses	2,035,300
Capital Outlay	1,407,244
Debt Service / Other Uses	

TEA 2019 Snapshot			
Anglo	64.82%	Economically Disadvantaged	42.2%
Hispanic	27.76%	Career and Technology	30.8%
African American	2.33%	Gifted and Talented	7.65%
Asian	.62%	Special Education	13.03%
Other	4.47%	Bilingual/ESL	8.63%
Attendance Rate	95%	Completion Rate	99.8%