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LEASOR  CRASS, P.C.

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**APPLICATION FOR POSITION OF  
SUPERINTENDENT - GRAND PRAIRIE ISD**

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

The Grand Prairie 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;
- 5 or more years of educational leadership experience with experience as a campus and district level administrator preferred;
- Doctorate degree preferred;
- Bilingual individual preferred;
- An experienced, competent leader who is passionate about joining the Grand Prairie ISD team to create success, empower people and lead by example;
- A dynamic educator who has proven success leading a diverse school district to positive student performance;
- A visionary thinker who has success and familiarity or experience in student choice initiatives;
- An individual with a reputation as an open, approachable, collaborative, ethical, and enthusiastic leader who is involved in and visible throughout the district and community;
- An excellent communicator and listener with superior interpersonal skills who can build consensus to make difficult decisions that are best for students and the school district;
- An effective delegator who empowers and helps grow talented staff members to carry out their responsibilities independently while remaining knowledgeable and accountable for the district's overall progress;
- A strategic leader who is willing and able to handle the challenges of growth, finances, and political influence; and
- A leader who is knowledgeable in all aspects 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.

## 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
- Copies of Certificate(s)

### **Application packets should be electronically submitted to:**

[kim@leasorcrass.com](mailto:kim@leasorcrass.com)

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

**Application Deadline: April 3, 2020    Desired Beginning Date: July 1, 2020**

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

Contact:     Mike Leasor, Shareholder  
682.422.0009 or [mike@leasorcrass.com](mailto:mike@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 Grand Prairie 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	April 3, 2020
Application Review by Board	April 6 - 10, 2020
Select Best Qualified Applicants to Interview	April 16, 2020
Initial Round of Interviews	April 20 - May 1, 2020
Select Candidates for Second Round Interviews	May 7, 2020
Follow up Interviews	May 12, 2020
Board Names Lone Finalist	May 14, 2020
Board Votes to Hire Lone Finalist	June 4 - 11, 2020
Preferred Start Date	July 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 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 Education Agency 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

The Grand Prairie Independent School District is a learning community vigorously pursuing student success.

### Mission

The Grand Prairie Independent School District will ensure student success through engaging learning experiences, collaborative leadership, and a focus on maximizing student achievement.

### District Information

The Grand Prairie Independent School District is the largest employer in Grand Prairie with approximately 4,198 staff members. More than 2,033 of those are instructional staff. GPISD is a 58-square mile district serving approximately 29,339 students within the Dallas County portion of Grand Prairie.

The District boasts 43 campuses:

- 2 Early Education Schools (Prekindergarten)
- 22 Elementary Schools
- 7 Middle Schools
- 4 High Schools
- 2 Early College High Schools
- 3 Grades 6-12 campuses
- 1 Disciplinary Alternative Education School
- 1 Charter School Partnership

The District has a diverse student population with 65.3 percent Hispanic students, 17.5 percent African-American students, 11.9 percent White students, 3.3 percent Asian students, 1.7 percent two or more races, .3 percent Native American students, and .1 Pacific Islander students.

Voted into existence on July 5, 1902, the District had the distinction of celebrating its 100-year anniversary during the 2002-2003 school year. In 2015, the District passed a Tax Ratification and Bond election.

The Grand Prairie Independent School District does not discriminate on the basis of race, religion, color, national origin, sex, or disability in providing educational services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; and Title II of the Americans with Disabilities Act.

For more information about the Grand Prairie Independent School District, please visit the following links:

- [Financial Transparency](#)
- [Grand Prairie ISD Kaleidoscope Schools & Programs of Choice](#)
- [Texas Academic Performance Report](#)

### **About the City of Grand Prairie**

Grand Prairie is the 7th largest city in the Dallas-Fort Worth Metroplex and the 15th largest city in the state of Texas. Grand Prairie is conveniently located between Dallas and Fort Worth in the far western part of Dallas County. The city offers relaxation, family fun, friendly neighbors and a smart place to live and do business. More than 166,000 people live in Grand Prairie. Residents tend to be 30-something, dual-income homeowners. In Grand Prairie, families who have lived here for generations welcome newcomers who choose to move to Grand Prairie for the same reasons the natives don't leave - location and hometown atmosphere.