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LEASOR CRASS, P.C.

APPLICATION FOR POSITION OF SUPERINTENDENT - MULLIN ISD

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

The Mullin 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 proven leader with success and familiarity or experience in a small rural school population who is committed to the District and community and willing to live in the District;
- A motivational leader who is attentive to staff morale and has proven skills in building effective teams to provide for collaborative planning, problem solving and decision making;
- A responsible supervisor with a strong knowledge of budgeting and public-school finance who can review a budget, identify irregularities and trends, suggest changes and recommend options to restore or retain financial stability;
- 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;
- An innovative problem solver with skills in educational leadership in respect to uniting and motivating staff, parents and community in the pursuit of student achievement;
- An individual with a reputation as trustworthy, accessible, ethical, and confident who is involved in and visible throughout the District and community;
- A forward-thinking individual that can develop and recommend to the Board long-range plans in order to plan for new or renovation of existing facilities;
- A collaborative leader that is committed to Mullin 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
- 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 31, 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 is the sole responsibility of the Board of Trustees. All personnel of the Mullin 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	March 31
Application Review by Board	April 2 – 6, 2020
Select Best Qualified Applicants to Interview	April 6, 2020
Initial Round of Interviews	April 13-15, 2020
Select Candidates for Second Round Interviews	April 16, 2020
Follow up Interview	April 20-22, 2020
Board names Lone Finalist	April 23, 2020
Board votes to hire Lone Finalist	May 14-18, 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 Mullin ISD must address immediately?
2. What leadership qualities set you apart and make you the right candidate for this position?
3. How do you personally ensure that the District is being fiscally responsible with our financial resources, and how do you communicate that to the Board and key stakeholders?
4. What experience do you have with a small rural community school?
5. What experience do you have with a developing growth in a declining enrollment 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 to Apply for the Position of Superintendent

Vision

Maximizing Innovative Student Development

Mission

The mission of Mullin Independent School District is to embrace a culture of success for all students by working in collaboration with parents, families, community, and staff. It is our goal to cultivate a safe, engaging, and challenging learning environment where students develop into independent problem solvers who contribute to, and lead their community, country, and world with integrity.

District Information

Mullin ISD is a public school located in Mullin, Texas and classified as a 1A school by the UIL. It is part of the Mullin Independent School District located in northwest Mills County. Mullin School has all grades in one building. Smaller classes due to the size of the District make personalized learning experiences a plus for parents and students. Additional campuses are located in Lubbock, San Saba and Brownwood.

About Mullin

Mullin, on Mullin Creek, U.S. Highway 84/183, Farm Road 573, and the Santa Fe line, ten miles north of Goldthwaite in west central Mills County, became a townsite with the construction of the Santa Fe track through the area in the late 1880s. Both the creek and the town were named for a pioneer family. Among the first businesses in the area were a saloon and a hotel in 1885. Dr. W. D. Kirkpatrick donated the townsite in return for the construction of the railroad through the area. The population of Mullin was 100 in 1890; in 1894 the first permanent schoolhouse was built. A gristmill and cotton gin were among the early businesses. By 1910 the town had three churches, a bank, a weekly newspaper named the Enterprise, and 750 residents.

Mullin ISD Facts and Figures

Student Enrollment	
Main Campus	96
Oaks – San Saba	237
Total Enrollment	333
Total Expenditures/Student	16,742
Maintenance & Operation Expense/Student	15.191

Mullin ISD Employee Profile	
Teaching Staff	
Bachelor's Degree	23
Master's Degree	5
Doctoral Degree	0
Support Staff	31
Other	16
Total Employees	75

Financial Profile	
Total Operating Budgets 19-20	
Maintenance and Operations	5,214,971.00
Interest and Sinking	
Child Nutritional Services	119,924.00
Tax Rate	.97
Maintenance and Operations	.97
Interest and Sinking	0
General Fund Expenditures (Percent)	
Payroll Costs	76.15%
Professional/Contract Services	12.10%
Supplies	4.55%
Other Operating Expenses	3.13%
Capital Outlay Debt Service / Other Uses	4.07%

TEA 2019 Snapshot			
Anglo	46.07%	Economically Disadvantaged	96.79%
Hispanic	33.21%	Career and Technology	61.79%
African American	18.93%	Gifted and Talented	.71%
Asian	.36%	Special Education	28.21%
Other	1.42%	Bilingual	0%
Attendance Rate	95.75%	Completion Rate	66.7%