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LEASOR  CRASS, P.C.

**APPLICATION FOR POSITION OF
SUPERINTENDENT FOR ERA ISD**

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

The Era ISD Board of Trustees is seeking an educational leader to serve as the Superintendent of Schools. Era is a rural agricultural community about 11 miles southwest of Gainesville, Texas, and approximately 30 miles northwest of Denton, Texas. Era ISD encompasses approximately 155 square miles and serves several other small communities, including Leo, Myra, Prairie Point, and Rosston. We are a single campus school district serving grades K-12, and currently have about 485 students in total. The successful candidate must possess the following characteristics and qualifications:

- Possess a Texas Superintendent Certification;
- A professional educator with experience as a teacher and administrator with a passion for excellence and preferably five (5) or more years of administrative experience. Superintendent experience preferred;
- An energetic mentor experienced in sound management practices, with appropriate planning and decision-making skills who demonstrates knowledge of school finance and budget management;
- 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 anticipated future growth;
- 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;
- An individual with a reputation as a trustworthy, accessible, ethical, and confident motivator who is involved in and visible throughout the District and community;
- 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 Era ISD for the long term and demonstrates active involvement in the District and community;
- A progressive thinker willing to integrate new ideas and technological concepts into the District;
- 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, mutual trust, 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
- Board Inquiries
- 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: January 26, 2021 Desired Beginning Date: March 22, 2021

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 Era 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

Deadline for applications	January 26, 2021
Board review of applications	January 28 – February 2, 2021
Board to determine first round applicants	February 2, 2021
First Round Interviews	February 8-11, 2021
Board to determine second round applicants	February 11, 2021
Second Round Interviews	February 15-17, 2021
Board to name Lone Finalist	February 18, 2021
Board to hire New Superintendent	March 11, 2021
New Superintendent Start Date	March 22, 2021

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 Era ISD must address immediately?
2. What leadership qualities set you apart and make you the right candidate for this position?
3. What skill set do you have that would demonstrate you to be a forward-thinking individual?
4. What experience do you have with a small rural community?
5. If chosen as Superintendent at Era ISD, what would you do to motivate staff and students, bolster morale, and generate enthusiasm?

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