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LEASOR  CRASS, P.C.

**APPLICATION FOR POSITION OF
SUPERINTENDENT FOR RIO VISTA ISD**

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

The Rio Vista 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;
- 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;
- 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 current and anticipated future growth;
- Reputation as an open, approachable, ethical, and enthusiastic leader who is involved in and visible throughout the district and community;
- A visionary leader with proven success who is committed to Rio Vista ISD, demonstrates active involvement in the district and community, and willing to live in the district;
- 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 effective leader that has demonstrated skill in supervising employees at all levels with the ability to recruit and retain quality staff that are willing to embrace and educate all students at Rio Vista ISD;
- An excellent communicator with superior interpersonal skills who can make and defend difficult decisions that are best for students and the school district while able to handle the challenges of growth, finances, and political influence that possesses excellent communication skills with the ability to listen to others and foster a climate of mutual trust and respect;
- A role model for students and staff who demonstrates integrity and exemplary moral character along with excellent people skills that is visible throughout the district, on campus and in the community with a willingness to be present at extra-curricular and community events;
- A person of integrity with the ability to fairly evaluate staff and students and be accountable for the district's growth who is knowledgeable in all aspects of public school operations including district and campus operations, strategic planning, curriculum assessment at all grade levels, 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:	Required with time to relocate

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 can be electronically submitted to:

suptsearch@leasorcrass.com

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

Application Deadline: November 30, 2021 Desired Beginning Date: February 21, 2022

The superintendent search will be conducted by Leasor Crass P.C. Contact: Mike Leasor and Rhonda Crass, Shareholder: 682.422.0009 or suptsearch@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 Rio Vista 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:

Rio Vista Supt Search
c/o Leasor Crass, P.C.
302 W. Broad Street
Mansfield, TX 76063

Timeline

Application Deadline	November 30, 2021
Applications Reviewed by Board	December 3-7, 2021
Select Best Qualified Applicants to Interview	December 7, 2021
Initial Round of Interviews	December 13-15, 2021
Board meeting to determine 2 nd Round Interviews	December 16, 2021
2 nd Round Interviews	January 3-5, 2022
Board names Lone Finalist	January 6, 2022
Board votes to hire Lone Finalist	January 27, 2022
Preferred Start Date	February 21, 2022

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 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 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 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



Application to Apply for the Position of Superintendent

Mission

The Mission of the Rio Vista Independent School District is to prepare and equip our students to be successful in their avenue of interest.

District Information

Rio Vista Independent School District is a 2-A school district fully accredited by the Texas Education Agency. Rio Vista Independent School District serves approximately 816 students in grades PreK-12 and has approximately 134 employees with three campuses. Rio Vista ISD's vision is a destination school district unified with its community and committed to innovation and excellence. Students have access and the skills to use current technology with real world application. Teachers are highly qualified, well trained and engaged in the students and community.

About Rio Vista

Located in an area of Johnson County's earliest settlement, Rio Vista was founded on the railroad in 1885. The townsite, which affords views of both Nolan River and Mustang Creek, was given the Spanish name for "River View". The post office that was established in Rio Vista in 1885 was discontinued in 1889, but was reinstated in 1890. By 1896, the community boasted 175 residents, eight stores, a lumber yard, steam gin, and a steam corn sheller. Rio Vista's public school system also began that year. Telephone lines were installed during the early years of the 20th century, when three passenger trains were arriving daily at the depot. The thriving economy was shattered, however, by a fire in 1914 that destroyed 24 buildings. Many of the businesses were hurt, and the rebuilding process was slow. Cotton sustained the economy during that time, and dairy farming later became important. Just as the coming of the railroad had initiated growth in Rio Vista during the 1880s, the building of State Highway 174 through town in the 1950s brought a boost to the economy. From its beginnings as a railroad community, Rio Vista has been an important part of Johnson County history.

Rio Vista is on Highway 174 seven miles south of Cleburne, thirty miles south of Fort Worth, and fifty-five miles southwest of Dallas in Johnson County. The rerouting of State Highway 174 in the mid-1950s so that it would pass through Rio Vista into Hill and Bosque counties and Lake Whitney set off a spurt of growth on the west side of the highway. A new post office and a landing field were built by 1969. In 1990 Rio Vista had a population of 541, a fire department, four churches, a school system, three grocery stores, a custom feed mill and feed store, two antique stores, and several small businesses.

Rio Vista ISD Facts and Figures

Student Enrollment	
1 High School Campus	222
1 Middle School Campus	237
1 Elementary Campus	357
1 Alternative Education Center	--
Total Enrollment	816
Total Expenditures/Student	11,875
Maintenance and Operation Expense/Student	12,378

Rio Vista ISD Employee Profile	
Teaching Staff	75
Bachelor's Degree	64
Master's Degree	11
Doctoral Degree	0
Support Staff	13
Other (Custodial, Maintenance, Cafe., Bus)	46
Total Employees	134

Financial Profile	
Total Operating Budgets	11,043,938
Maintenance and Operations	9,084,226
Interest and Sinking	1,433,791
Child Nutritional Services	376,042
Tax Rate	1.32299
Maintenance and Operations	.96720
Interest and Sinking	.35579
General Fund Expenditures (Percent)	
Payroll Costs	73.91%
Professional/Contract Services	12.5%
Supplies	10.33%
Other Operating Expenses	3.26%
Capital Outlay	3.53%

TEA 2020 Snapshot			
Anglo	77.4	Economically Disadvantaged	60.7
Hispanic	19.4	Career and Technology	40.5
African American	0.1	Gifted and Talented	11.6
Asian	0	Special Education	11.0
Other	3.1	Bilingual	5.4
Attendance Rate	95.5	Completion Rate	98.5