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**APPLICATION FOR POSITION OF
SUPERINTENDENT – WASKOM ISD**

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

The Waskom 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;
- A professional educator with experience as a teacher and administrator with high standards with a minimum of three (3) years of administrative experience; Central Office and Superintendent experience preferred;
- A fair manager that has demonstrated skill in supervising employees at all levels including establishing goals, completing evaluations, and stimulating growth while fairly implementing personnel policies, procedures, and practices to recruit and retain the highest quality staff for Waskom ISD;
- A responsible supervisor who demonstrates knowledge of school finance and budget management experienced in sound management practices, with appropriate planning and decision-making skills;
- A role model for students and staff who demonstrates integrity and exemplary moral character along with excellent people skills who has a reputation as a kind, fair, approachable, humble, ethical, and honest person;
- A forward-thinking individual who 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 and maintenance;
- An exceptional educator who emphasizes student performance through a comprehensive educational program with a proven record of achieving student success;
- 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 teacher retention/recruitment, finances, and political influence;
- A collaborative leader who is committed to Waskom ISD for the long term and demonstrates active involvement in the District and community; and
- An innovative problem solver who 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.

CONDITIONS OF EMPLOYMENT

Salary and benefits:	Negotiable, depending on experience
Criminal History/Background:	Required
Fingerprinting:	Required
Residence Requirement:	Preferred, but 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)
- Copies of Transcripts

Application packets should be electronically submitted to:

suptsearch@leasorcrass.com with the subject line to read “Waskom ISD Application”

Application Deadline: May 5, 2026

Desired Beginning Date: June 22, 2026

Applicants will participate in a short video interview after application has been received. You will receive a link to complete the video interview. The video interview will be recorded and will be given to the Board as a part of the application.

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 Waskom 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	May 5, 2026
Application Review by Board	May 8 - 11, 2026
Select Best Qualified Applicants to Interview	May 11, 2026
Initial Round of Interviews	May 12 - 14, 2026
Select Candidates for Second Round Interviews	May 18, 2026
Follow up Interview	May 19 - 21, 2026
Board names Lone Finalist	May 26, 2026
Board votes to hire Lone Finalist	June 16, 2026
Preferred Start Date	June 17 - 22, 2026

Written Response to Board Inquiries

Please submit a written response to each of the following questions and include it in your application packet that is submitted.

1. How do you plan to raise the performance of the lowest achieving students without neglecting the highest performing students and those who fall in the silent middle by describing your experience in improving student achievement?
2. How will you communicate with faculty and staff across the district and include them in decision-making?
3. Communication is a critical issue for the next superintendent not only with the board, but with community, staff and parents. How would you address those needs as the next superintendent of Waskom ISD on a daily, weekly and monthly basis?

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