



SUPERINTENDENT HIRING ANNOUNCEMENT

Position Title: Superintendent

Employer's Name: Lancaster ISD (LISD)

Location: Lancaster, Texas

The Lancaster ISD School Board is seeking a Superintendent who is highly motivated and innovative. The Mission of the Lancaster ISD is to empower all students' purpose and passion through quality education. Lancaster ISD is all about providing more than a diploma so that every graduate becomes a success story. Lancaster ISD is in Lancaster, TX, in Dallas County, and the School Board is composed of 7 single member districts. The District serves over 7,400 students across 12 campuses.

Application Process

The application deadline is February 26, 2021 at 5:00 p.m. (CST). The anticipated start date for the Superintendent is Friday, April 9, 2021, although applicants may be requested to start earlier. Applicants are required to hold a Texas Superintendent certificate. An application should include a detailed letter of interest indicating qualifications and reasons for interest in the position. The application packet should consist of the following information:

- a completed application
- a statement of philosophy of education administration (not to exceed one page)
- a current resume or curriculum vitae
- post-secondary education transcripts
- copy of Texas Superintendent certification
- three letters of reference
- headshot photo

Application materials will be treated confidentially. Applicants are requested not to contact the current members of the Board. The final selection and appointment is the sole responsibility of the Board of Trustees.

O'Hanlon, Demerath & Castillo is conducting the search in conjunction with Dr. Daniel King and Dr. Abelardo Saavedra.

MINIMUM QUALIFICATIONS

- At least ten years of successful experience in public education.
- At least three years of successful experience as a principal.
- At least three years as an Assistant Superintendent, Deputy Superintendent, or comparable position.
- Certified as a Superintendent in Texas.
- Knowledgeable in Texas school law, finance, curriculum, and accountability.
- Evidence as a proven leader.

PREFERRED QUALIFICATIONS

- At least four year of experience as a Superintendent.

SALARY

Highly competitive-- commensurate with experience

Benefits: Highly Competitive—commensurate with experience

Please submit completed application materials and documentation to:

O'Hanlon, Demerath & Castillo
808 West Avenue
Austin, Texas 78701
Phone: 512-494-9949
Fax: 512-494-9919
Email: search@808west.com

Or via the law firm's website at <http://www.808west.com/application>

If potential candidates have any questions, please do not hesitate to contact Eden Ramirez, Jr. of the law firm of O'Hanlon, Demerath & Castillo at the telephone number or email address listed above Dr. Daniel King via email at dpk3611@gmail.com or by phone at 956.279.4939, or Dr. Abelardo Saavedra via email at abelardo_saavedra@sbcglobal.net or by phone at 832.489.1210.



Please return the completed and signed application form with other application materials to:

O'Hanlon, Demerath & Castillo
808 West Avenue Austin, Texas 78701
Phone: 512-494-9949; Fax: 512-494-9919
Email: search@808west.com

Or Via the law firm's website at <http://www.808west.com/application>

ALL APPLICATION MATERIALS ARE DUE BY February 26, 2021 AT 5:00 PM (CST).
MATERIALS RECEIVED AFTER THE DEADLINE MAY NOT BE CONSIDERED

Application for Position of Superintendent

Contact Information

Last Name: _____ First Name: _____ Middle: _____

Home Address: _____

City, State, Zip: _____

Personal Phone: _____ Fax: _____ Personal E-mail: _____

List all other names you have used: _____

Higher Education

List all institutions of higher education you have attended, with the most recent first. (Attach supplemental pages, if necessary.)

Institution: _____

Graduation _____ Date: _____

Degree and Major: _____

Institution: _____

Graduation _____ Date: _____

Degree and Major: _____

Institution: _____

Graduation _____ Date: _____

Degree and Major: _____

Institution: _____

Graduation _____ Date: _____

Degree and Major: _____

Employment History

*List all full-time experience, both in and outside the field of education, beginning with your current or most-recent position. (Attach supplemental pages, if necessary.) **Board Members and References provided will not be contacted until approval is first given by candidate during the confidential search process.***

Employer: _____

Position(s): _____

District Student Enrollment: _____

Start /End Date: _____ Salary: _____

Employer: _____

Position(s): _____

District Student Enrollment: _____

Start /End Date: _____ Salary: _____

Employer: _____

Position(s): _____

District Student Enrollment: _____

Start /End Date: _____ Salary: _____

Employer: _____

Position(s): _____

District Student Enrollment: _____

Start /End Date: _____ Salary: _____

Current Employment

Length of Present Contract: _____

Present Contract Expiration Date: _____

Current Salary & Benefits/ _____

Expected Salary & Benefits

Date Available to Work: _____

Do you currently hold a Superintendent Certification? (yes/no): _____

If NO, are you eligible to take the Superintendent Exam?(yes/ _____

no): Honors/ Awards / Community Service: _____

Questionnaire

Answer Yes or No to the following questions. Attach a brief explanation for any answers which you believe might negatively affect your application including: criminal convictions, professional license discipline, and pending investigations in any state.

- _____ 1. Have you ever left any education-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?
- _____ 2. Are you currently the subject of an inquiry, review or investigation for alleged misconduct or alleged violation of professional standards of conduct?
- _____ 3. Have you ever had a professional certificate, credential or license revoked or suspended or have you been placed on probationary status for any alleged misconduct or alleged violation of professional standards of conduct?
- _____ 4. Have you ever been denied a professional license for which you applied or granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct?
- _____ 5. Have you ever surrendered a professional license of any kind before its expiration?
- _____ 6. Have you ever been disciplined by any public agency responsible for licensure of any kind, including but not limited to educational licensure?
- _____ 7. Have you ever been convicted of a felony or misdemeanor offense relating to the duties and responsibilities of the education profession, including: (1) an offense involving moral turpitude; (2) an offense involving a form of sexual or physical abuse of a minor or student or other illegal conduct in which the victim is a minor or student; (3) a felony offense involving the possession, transfer, sale, or distribution of or conspiracy to possess, transfer, sell, or distribute a controlled substance, as defined by Chapter 481, Health and Safety Code, or by 21 U.S.C. Section 801 et seq.; (4) an offense involving the illegal transfer, appropriation, or use of school district funds or other

district property; or (5) an offense involving an attempt by fraudulent or unauthorized means to obtain or alter a professional certificate or license issued under Tex. Educ. Code chapter 21?

- _____ 8. Have you ever been convicted of a felony or misdemeanor offense for criminal homicide, kidnapping, unlawful restraint, smuggling of persons, trafficking of persons, sexual crimes, assault, or an offense requiring you to register as a sex offender, where the victim of the offense was under 18 years of age?
- _____ 9. Have you ever entered a plea of guilty or no contest relative to any charge for an offense listed in questions 8 or 9 above?
- _____ 10. Have you ever 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?
- _____ 11. Have you ever been the subject of a substantiated report of abuse or neglect involving a student or minor child?
- _____ 12. Are you currently the subject of an ongoing investigation related to a report of abuse or neglect involving a student or minor child?
- _____

Language Skills

Do you speak any languages other than English? If so, please state each language and describe your level of proficiency.

Authorization and Verification

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 hereby authorize my current or former education provider employers to release any disciplinary records of a crime listed in Tex. Educ. Code §§ 21.058 and 21.060 for which I was convicted.

I authorize my 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 Lancaster ISD 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 semi-finalists in this superintendent search may be subject to criminal records check by the school district and a license review through the 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.

The information that I have provided in this 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 termination from employment, if hired.

Signed

Date

Name (Printed)

Please return the completed and signed application form with other application materials to:

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