



Longview ISD Leadership Profile

Application: Superintendent

STATEMENT OF BELIEFS

The District has identified the following beliefs underlying the values of its educational philosophy. The District believes: Every individual has intrinsic worth and is able to contribute to society. Every student has a right to a high-quality, equitable education. Every individual has the ability to learn and an innate desire to succeed. A safe, healthy, and orderly environment is critical for learning. A community holding high academic expectations will reap educational, economic, cultural, and societal benefits. High morals, strong character, and personal integrity are essential for the betterment of society. Honoring diversity and building on individual strengths contribute to growth. School-community partnerships are vital for success. Change is essential for continuous improvement. Every learner must be prepared to compete globally. Education immeasurably enriches quality of life. Learning is a life-long quest.

MISSION STATEMENT

Believing in excellence for all, the District will guarantee the highest level of academic achievement and character development of each learner by providing challenging curriculum and exemplary instruction within a safe environment.

DISTRICT BACKGROUND

Longview ISD is the gold standard for education in East Texas. As a district of innovators, we set trends rather than follow them. Our over 8,000 students have access to a world-class education tailored to their needs and interests.

Our nationally-acclaimed Montessori program, one of the largest public programs nationwide, provides tuition-free access to this prestigious education model. We are expanding our Montessori offerings into Ware Elementary to create the East Texas Montessori Academy for grades 1-5.

Longview leads in accolades like National Merit Scholars, International Baccalaureate distinctions, and GLOBE awards. Our dual-credit program outpaces the region with more college hours earned. And each year, our graduates matriculate to top universities at a higher rate than any neighboring district.

Our teachers are among the highest paid in the region with Board-approved raises for over a decade. We invest in talent through programs like the LIFT bonus fund for standout teachers. At Longview ISD, we empower each child to achieve excellence – academic, social and beyond. Our diverse community is our strength, and we leverage partnerships to provide quality education for all Longview students.

**JG Consulting has engaged with the Longview ISD
to recruit candidates to serve as the Superintendent.**

The LISD Board of Trustees seeks a leader who is deeply engaged with the community and staff, innovative, committed to educational excellence, and capable of steering Longview ISD towards a brighter, more inclusive future. Traditional experience in the role of a superintendent is not a prerequisite for this position. We value leadership that transcends conventional pathways, recognizing that transformative skills, innovative thinking, and a deep commitment to community and educational excellence can emerge from a wide range of experiences. A successful candidate should possess the following characteristics and qualifications:

Leadership and Visibility:

- High visibility through physical presence on campuses, attending student events/activities, and being active within the community. Leadership that is evident from the top, being the face of LISD, and leading by example.
- Relatable to the public, approachable, and personable, with a strong capacity to rebuild trust within the community and hold staff accountable.

Innovation and Forward Thinking:

- Cutting edge, not afraid to go against the grain, with a passion for innovation and eagerness to provide the best for students through out-of-the-box thinking and risk-taking.

Community Engagement and Trust:

- Adept at increasing community support for the school system, with a focus on community engagement, making information readily available and accessible, and intentionally putting correct information out to the community to improve LISD's perception.

Ethics and Communication:

- Honest and forthright with the board and the community, possessing the strength of character to make decisions best for the district without being swayed by public opinion. A super good listener who listens to understand, not just to reply.

Educational Excellence and Commitment:

- Experienced with a reputation for engaging within districts and the community, committed to the direction set by the board and to seeing through systemic changes needed within the district. Understanding of specific programs like those under the Senate Bill 1882.

Diversity and Inclusivity:

- Politically savvy with experience working at a high level in diverse environments, capable of working with a broad range of populations, and an expert in community advocacy.

Operational and Strategic Planning:

- Ability to pass bonds, regain trust, repair relationships, and enhance the academic reputation. Invested in living within the district and possibly ready to make tough decisions ("velvet hammer") to ensure the right staff are in place and performing their roles effectively.

Personal Qualities:

- Desires to get to know the community and its employees, lives within the community and has a great gift of discernment. A uniter and team builder who can restore pride and build community, showing a proven track record of advocacy and standing in the gap for people.

CONDITIONS OF EMPLOYMENT

Candidates must have or be qualified to obtain the Texas Superintendency Certificate. To receive the standard Superintendent Certificate, candidates must hold, at a minimum, a principal certificate or the equivalent issued under this title or by another state or country. Questions regarding certification should be directed to the Texas Education Agency; please contact (512) 463-9734. Background checks and fingerprinting are required for hire.

SELECTION PROCESS

All materials submitted as part of the superintendent application process will remain confidential to the extent allowed by the law. After all applications are reviewed and preliminary interviews are conducted by JG Consulting, the names of the candidates will be presented to the Longview ISD Board of Trustees for its consideration to conduct additional interviews. The first and final rounds of interviews will be in closed session with the Board of Trustees.



Salary and Benefits: Negotiable; commensurate with experience

Criminal History/Background: Required **Fingerprinting:** Required

The online application should include one (1) PDF file with the following documents in this order:

- Letter of Interest
- Current Resume
- List of References
- College/University Transcripts

Electronic submittal is required: <https://careers.jgconsulting.us/jobs/Careers>

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

Application Deadline: April 11, 2024 **Desired Beginning Date:** July 1, 2024

JG Consulting is conducting the executive search:

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Applicants are not to contact any members of the Board.

The final selection is the sole responsibility of Board of Trustees. For clarification and application inquiries, call (888) 765-3731. The Longview ISD does not discriminate against race, religious creed, color, national origin, age, ancestry, physical and/or mental disability, medical condition (including HIV and AIDS), genetic information, marital status, sex (childbirth, breastfeeding and medical conditions related to pregnancy, childbirth, or breastfeeding), gender, gender identity, gender expression, age, sexual orientation, and military and/or veteran status.

SEARCH ACTIVITIES	TIMELINE*
Planning discussion to initiate the Superintendent search with Board Members and Search Committee.	February 26
Internal and external community-related meetings: <ul style="list-style-type: none"> • Meet with each board member individually • Search Committee meetings conducted by search firm (in-person, Zoom, and conference calls) • Online survey - closed [date] • Engagement meetings to solicit feedback for the desired characteristics and traits of the next Superintendent can continue during each phase of the executive search 	March 4-22
Present formal scope of work and preliminary job profile to the Board of Trustees for approval and/or necessary modifications; research recruiting channels within PreK-12 and external networks; define marketing and recruiting strategies	March 25
Candidate Application Portal is open <ul style="list-style-type: none"> • Marketing and recruiting activities • Local, state, regional, and national publications • Other education publications and websites • Campaigns: virtual meetings and in-person recruitment 	March 25
Application Deadline	April 11
Candidate review in closed session	April 15-16
Candidate Interviews: <ul style="list-style-type: none"> Round 1 in closed session Round 2 in closed session Deliberation & Lone Finalist named 	April 29-30 May 14-15 May 20

VERIFICATION FOR SUPERINTENDENT

Please initial each of the following statements.

Attach a brief explanation for any circumstances surrounding any questions that you are unable to initial.

I hereby certify that each of the listed conditions is true by initialing:

_____ I have never left any governmental-related employment or other profession, 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 have never been nor am I currently 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 employment in any industry 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 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 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 charged with any: (a) felony, (b) misdemeanor, or (c) major traffic violation, such as; driving under the influence of intoxicants or illegal 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 complaint, 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 of any kind.

_____ I have not previously nor am I currently the subject of an ongoing investigation related to a report of suspected child abuse or sexual conduct.

_____ I authorize you to make such investigations and inquiries of my personal, employment, educational, financial, and other related matters as may be necessary for an employment decision.

Confirmation 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 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 (a) the 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 anyone else who has information about my work history, education qualifications, or fitness to provide such information to the Longview ISD Board of Trustees for which I have completed an employment application. I release all persons providing this information to the Longview ISD Board of Trustees 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 Longview ISD Board of Trustees or any other relevant state-licensing agency related to my employment. I acknowledge that the Longview ISD Board of Trustees may conduct an internet search, reference checks, background investigations and confirmation of employment as a part of this application.

Superintendent for Longview ISD

Signature of Applicant: _____

Printed Name of Applicant: _____

Date: _____