

JGCONSULTING

Application: Superintendent

San Antonio Independent School District Leadership Profile



Vision:

To transform SAISD into a national model urban school district where every child graduates and is educated so that he or she is prepared to be a contributing member of the community.

JG Consulting has engaged with the San Antonio Independent School District school to recruit candidates to serve as the Superintendent.

SAISD is as diverse and historically rich as the city whose name it shares. As San Antonio's founding school district, SAISD neighborhood schools have served the heart of the Alamo City for more than 100 years. Today, SAISD serves about 47,000 students across more than 90 schools in our culturally proud, urban community.



The Most Options in Bexar County for Free Full-Day Pre-K



Every High School Offers Dual Credit



Over 60 Schools With Dual Language Programs



100% of Students Have Access to Fine Arts



100% WiFi Connectivity on Buses



1:1 Technology: A Device for Every Student



9 International Baccalaureate Schools



5 Career-Focused P-TECHs



3 Early College High Schools

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Confidential Search: Only the Lone Finalist will be named

The San Antonio Independent School District (SAISD) Board of Trustees is seeking a highly qualified and committed educational leader to serve as the Superintendent. The successful candidate should possess the following characteristics and qualifications:

- A visionary, collaborative and courageous leader committed to longevity in our district;
- Experienced educator with a proven track record leading academic success in a large, urban district with similar demographics to SAISD (Bilingual preferred);
- A leader with the ability to listen and communicate authentically and to work collaboratively alongside the School Board, with a diverse body of students, teachers, staff, administrators, parents, and community members to build a district-wide climate of transparency, mutual trust, respect and cooperation;
- An innovative, bold and approachable leader with experience in the transformation of schools and academic turnaround;
- A systems-thinker who is able to evaluate and streamline organizational processes for efficiency and effectiveness;
- A visible, transparent, and effective communicator who is willing to make and defend difficult decisions on behalf of our students;
- An ambassador for the district who embraces, engages and is able to nurture and grow strong partnerships with leaders in business, academics, social supports, and community programs/organizations throughout San Antonio to support the district's initiatives;
- A data driven leader who is organized and adept at setting clear goals and expectations and communicating them effectively to all stakeholders;
- A leader who understands, values and respects the culture of the district and the people they serve;
- A culturally aware leader adept at engaging, educating, motivating and inspiring a diverse body of students and stakeholders;
- A person of high integrity who is compassionate, kind, humble and treats people with dignity and respect AND builds a team who does the same throughout the district;
- An unwavering commitment, dedication and passion for equity, inclusion and social justice to ensure underserved populations, including our immigrant population, are provided with opportunities for academic success;
- A team builder who has the management style and interpersonal skills to hire, develop, motivate, and retain a highly effective instructional staff/executive team; who sets clear expectations and delegates authority while remaining knowledgeable and accountable for the district's overall progress and activities;
- A leader who honors and values current progress and successful endeavors while also willing and able to challenge the status quo in areas where improvement is needed;
- A person of high ethical and moral standards who can serve as a role model to our students, staff and community;
- A leader knowledgeable in budget management and the Texas school finance system and adept at legislative engagement and advocacy;
- A successful record of implementing systems-based practices to address current and future demands as the district's leader (i.e.; crisis management during COVID-19, school safety, CTE and career coursework opportunities, etc.).

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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 San Antonio 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. The Lone Finalist will be named on April 6, 2022. There is a minimum 21-Day waiting period required by law before the candidate can enter into a contract once he or she is announced as the Lone Finalist.

<u>Salary and Benefits:</u>	Negotiable; commensurate with experience
<u>Criminal History/Background:</u>	Required
<u>Fingerprinting:</u>	Required

The online application should include one (1) file with the following information in PDF format:

- Letter of Interest
- Current Resume
- List of References
- College/University Transcripts
- Copies of the "Verification Forms" (pages 5 – 6 of this document)

Electronic submittal is preferred: <https://www.jgconsulting.us/job/san-antonio-isd-superintendent/>
(A reply email will be sent to confirm submission has been received)

Application packets may be mailed to:
One-Fourth Consulting, LLC (JG Consulting dba)
3616 Far West Blvd., Ste. 117-586
Austin, TX 78731

Application Deadline: March 14, 2022

Desired Beginning Date: May 2, 2022

JG Consulting is conducting the executive search:

James Guerra, CEO

P: (214) 934-5537

E: james@jgconsulting.us

Dr. Patricia Linares

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Dr. Steve Flores

P: (956) 244-0768

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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 San Antonio Independent School District does not discriminate against race, religious creed, color, national origin, age, ancestry, physical and/or mental disability (including HIV and AIDS), medical condition, 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.

Proposed Activities	Proposed Timelines ¹
Planning discussion to initiate the Superintendent search with each Trustee.	January 5 – 6
Internal and External Community-related meetings: a. <u>December 11</u> ; search firm introduction during regular Board Meeting. b. <u>January 21 – February 8</u> ; stakeholder meetings conducted by the search firm (in-person, Zoom, Hybrid Town Hall Meetings, and conference calls). c. <u>Ongoing</u> ; Online survey (duration of the executive search) and in-person meetings (when allowable). d. Engagement meetings to solicit feedback for the desired characteristics and traits of the next Superintendent can continue during each phase of the executive search.	January 21 – February 8
Present formal scope of work and preliminary job profile to the Board of Trustees during executive session for approval and/or necessary modifications, research recruiting channels within PreK-12 and external networks; define marketing and recruiting strategies.	February 10
Candidate Application Portal is Open; Marketing and Recruiting Activities; Local, state, regional and national publications; Other education publications and websites; Campaigns: E-mails, calls, virtual meetings, and in-person recruitment.	February 11 – March 14
JG Consulting candidate screening; includes online interviews	February 11 – March 14
Application due date	March 14
Prepare and present pre-screened applicants in a reporting format and with access to the online interview videos	March 19
<u>Candidate Interviews</u> : Round I Final Round of Interviews	March 28 – 29 April 4 – 5
Name the Lone Finalist	April 6
Superintendent Begins Service	May 2

¹ All dates are aligned to meet the deliverables of the Board of Trustees.

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Verification for Superintendent

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 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.

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

Confidential Search: Superintendent for San Antonio ISD

Signature of Applicant: _____

Printed Name of Applicant: _____

Date: _____