



2023 WEBB CISD SUPERINTENDENT SEARCH



“Webb CISD aims to empower lifelong learners who experience success, have a vision of their future, and become responsible, caring, productive citizens in a multicultural society.”

LEARN MORE ABOUT WEBB CISD



Mission

The mission of Webb CISD, a progressive district of united rural communities, is to empower lifelong learners to achieve success, develop a vision of their future, and become responsible, caring, and productive citizens in a multicultural society. We strive for these goals by providing innovative, diverse opportunities, a positive nurturing environment, and utilizing a highly motivated educational team that shares responsibility for student success preparing for the 21st Century's technological challenges.



Webb CISD District Goals

Goal 1: EQUITY

We will continue to promote the success of all stakeholders in an ethical manner with utmost integrity and fairness to become thoughtful, active citizens.

Goal 2: STUDENT SUCCESS

We will increase student attendance, achievement and academic success by strengthening educational programs and developmental opportunities for all students with the aim of exceeding all state standards.

Goal 3: TOP-TIER PERSONNEL

We will continually and actively recruit, develop, and retain certified, highly qualified, and effective personnel.

Goal 4: INFRASTRUCTURE

We will provide, upgrade, and maintain District facilities, support services, and classroom technology to achieve maximum educational success.

Goal 5: COMMUNITY ENGAGEMENT

We will partner with our community institutions, local businesses, and parent groups that collectively support student achievement.

Goal 6: FINANCIAL INTEGRITY

We will ensure that the financial integrity of the District is maintained by observing sound budgeting principles and sustaining an acceptable fund balance to support the District's operations.

The Superintendent of Webb CISD is not merely an administrator; they are a visionary leader that should dedicate themselves to ensuring the District remains on a positive trajectory. In the face of challenges, Webb CISD has shown resilience and determination. The next Superintendent should embody these qualities and be driven by the same commitment to student success.

PROVEN LEADERSHIP: Demonstrated ability to lead in an educational setting, preferably with experience in rural districts.

COMMITMENT TO COMMUNITY: A deep appreciation for rural communities and an understanding of their unique strengths and challenges.

INNOVATIVE MINDSET: Ability to identify and implement innovative solutions tailored to the needs of our students and staff, and overcome current and forecasted obstacles to student success.

ATTENTIVE LEARNER: Our ideal superintendent is one who is poised to actively listen, eager to immerse themselves in the vibrant intricacies of Webb CISD's culture and our cherished communities.

RESILIENT SPIRIT: A track record of overcoming challenges and adapting to changing circumstances, always keeping the best interests of students at the forefront.

EMPOWERING INSPIRATION: We are on the hunt for a beacon of inspiration who has previously motivated educators and learners in districts with comparable enrollment profiles.

FUTURE FOCUSED: Recognizing the rapidly evolving digital age, we desire a candidate with a credible history of integrating technology seamlessly into academic settings, ensuring our students are globally competitive.

TALENT SCOUT: The essence of our district is its people. We require someone who not only identifies potential but can also curate a dynamic team that professionals ardently wish to be part of.

TRANSPARENT LEADERSHIP: Integrity and transparency stand paramount. The superintendent we envision will be someone unwavering in their commitment to results, honest administrative management, and oversight.

BRIDGE BUILDER: Our District thrives on communication. The voice we seek is one that resonates with clarity and purpose, weaving bonds of trust with parents, students, and stakeholders throughout the District's considerable area.

Join us on this journey as we continue to enhance Webb CISD's reputation of excellence and ensure that our trajectory is one of sustained growth and accomplishment.

WEBB COUNTY, TEXAS

A Glimpse Through Time

The Webb Consolidated Independent School District serves students and communities across Webb County, and its administrative office is located in the Town of Bruni, which is located approximately 45 miles East of Laredo. The historic settlement of Bruni was named for Antonio Mateo Bruni, an Italian immigrant. Bruni moved to San Antonio in 1872 to live with his uncle, and five years later, Bruni and his brother, Luigi, moved to Laredo where their careers took off. Bruni first opened a mercantile store before entering the livestock industry, before he was appointed Webb County Tax Assessor in 1882. He then went on to serve as a County Commissioner and as County Treasurer.

Significant economic opportunity was brought to the area when the Texas Mexican Railroad built a station on Bruni's land, and he laid the groundwork for additional expansion. Bruni constructed a commissary to profit from travelers on the railway, and a few years later, a post office was provided for the settlement.

The discovery of minerals renewed and propelled growth in Bruni throughout the Twentieth Century. Oil was first discovered in the area in the 1920s, and additional prospecting continued for decades thereafter. Then commercial-grade mining of uranium in the 1970s provided another jolt of economic activity.

The first school was opened in the town initially dubbed "Bruniville" in 1886, and the local economic growth motivated the construction of more thereafter. In 1974, the Torrecillas (Oilton) and Aguillares school districts joined to form the Webb Consolidated Independent School District, and the Mirando schools joined the District in 2005. Since, the Webb CISD became the only educational facilities operating outside of Laredo in Webb County, Texas.



QUALIFICATIONS

1. Minimum Qualifications

- All candidates must be certified as a superintendent by a state education agency, and obtain certification as a superintendent in Texas within 6 months of hire.

2. Preferred Qualifications

- Experience in a leadership role such as an area superintendent, deputy superintendent, assistant superintendent, or a similar cabinet-level position
- 3 years of classroom teaching experience;
- Experience working with a recapture school district; and
- Knowledge of Texas school law, finance, curriculum, and accountability measures.



SUPERINTENDENT APPLICATION



Application Process

The application deadline is October 23, 2023 at 5:00 p.m. (CST). The anticipated start date for the new Superintendent is December 4, 2023

Submission Material

- A detailed letter of interest indicating qualifications and reasons for interest in the position;
- 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 Superintendent certificate; and
- Three letters of reference.

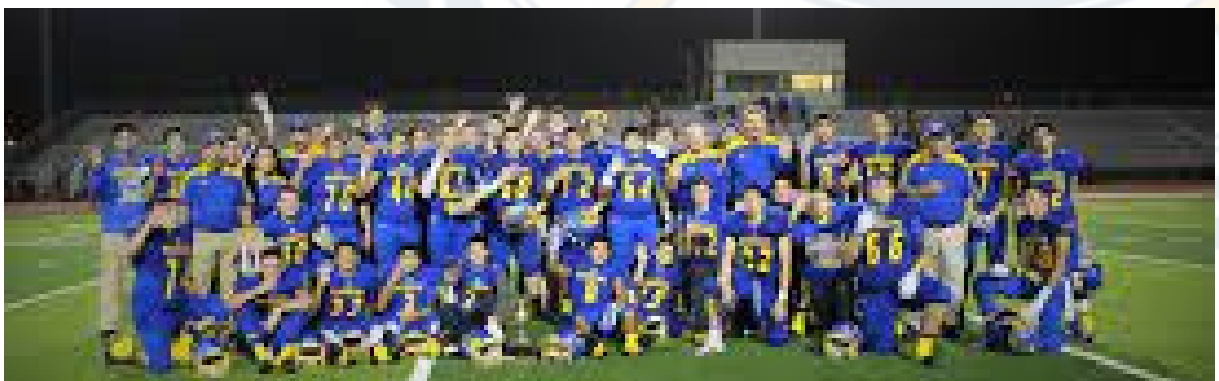
Submission Guidelines:

Please submit completed application materials and documentation online at: <https://www.808west.com/currentsearches>

Or by mailing a complete application to:
O'Hanlon, Demerath & Castillo
808 West Avenue Austin, Texas 78701

Phone: 956-318-0555

Email: search@808west.com





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

O'Hanlon, Demerath & Castillo
808 West Avenue Austin, Texas 78701
Phone: 956-318-0555
Email: search@808west.com

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

ALL APPLICATION MATERIALS ARE DUE BY OCTOBER 23, 2023 AT 5:00 PM (CST). MATERIALS RECEIVED AFTER THE DEADLINE WILL NOT BE CONSIDERED. THE BOARD IS CONDUCTING A CONFIDENTIAL SUPERINTENDENT SEARCH.

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 Webb CISD 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 a 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:

O'Hanlon, Demerath & Castillo

808 West Avenue

Austin, Texas 78701

Phone: 956-212-3133

Email: search@808west.com

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

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