



AN EARLY COLLEGE DISTRICT
BROWNSVILLE
INDEPENDENT SCHOOL DISTRICT

SUPERINTENDENT HIRING ANNOUNCEMENT

Position Title: Superintendent

Employer's Name: Brownsville Independent School District (BISD)

Location: Brownsville, Texas

Introduction:

The Board of Trustees of the Brownsville Independent School District (BISD) is conducting a comprehensive search for an outstanding educational leader to fill the esteemed role of Superintendent. This position represents an extraordinary opportunity to propel forward the district's unwavering commitment to academic distinction, community partnership, and holistic development.

About Brownsville ISD:

Covering an expansive 95 square miles, Brownsville ISD employs a dedicated team of approximately 6,000 staff, nurturing a diverse student population of 37,898. The district offers an extensive array of academic programs, from Early College High Schools to tailored support for students with specialized learning needs. We are accredited by both the Southern Association of Colleges and Schools and the Texas Education Agency, and we have achieved significant milestones in state-mandated testing and overall student success.

• Mission:

The Brownsville Independent School District will graduate students who are prepared to excel in higher education and successfully pursue career opportunities in a changing global society by maximizing resources to ensure equitable opportunities for all students.

• Vision:

- All students will graduate.
- All students will meet and/or exceed state and national standards of achievement.
- All students will graduate college ready and prepared to excel in their respective career choices.
- All students will become productive, responsible, and contributing members of society.

• Goals:

- Academic Excellence.
- College and Career Readiness.
- Fiscal Management of all District Operations and Maintain, Upgrade and Build New Facilities.
- Student Enrollment, Recruitment, and Retention.
- Parent and Community Relations.

- **Beliefs:**

- High expectations, perseverance, and a strong work ethic are essential in fostering higher achievement and success.
- Students are our number one resource.
- Academic success nurtures lifelong learning.
- Everyone flourishes in a safe and healthy educational environment.
- The success of each student, educator and family is vital for future growth and sustainability of our community.
- The community and families share responsibility for the development and mentoring of our students.

Application Process:

The application deadline is **February 9, 2024, at 12:00 noon (local time)**.

Application Requirements:

- A completed application form.
- A detailed letter of interest, specifying qualifications and motivation for applying.
- A one-page statement on philosophy of education administration.
- A current resume or curriculum vitae.
- A copy of Texas Superintendent certification.

All application materials will be held in strict confidentiality. Applicants are advised to refrain from contacting Board members during the selection process. The Board of Trustees solely reserves the final decision in appointment.

Qualifications:

- Superintendent Experience or five years of successful experience in a cabinet level or equivalent position.
- Certified as a Superintendent in Texas.
- Advanced knowledge of Texas school law, finance, curriculum, and accountability, with a focus on the Texas Education Code.
- Proven adaptability as a leader with superior communication skills.
- Minimum of 5 years successful classroom experience.
- Doctorate Degree Preferred

Salary and Benefits:

- Highly competitive salary, commensurate with experience and qualifications
- Comprehensive benefits package, unparalleled in the education sector

For additional information or inquiries, please contact the assigned search firm at 956-318-0555 or via email at search@808west.com.

*** Candidates must submit application online at: <http://www.808west.com/application>**



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT

APPLICATION FOR POSITION OF SUPERINTENDENT

Application is due on : FEBRUARY, 9th, 2024 at 12:00PM (local time)

Materials received after the deadline will not be considered.

The Board of Trustees is conducting a confidential superintendent search.

Applications must be submitted online on the search firm's application portal:

<http://www.808west.com/application>

CONTACT INFORMATION

Prefix	First Name	Middle Initial	Last Name

Street	City	State	Zip

Phone Number	E-Mail

Facebook	Twitter
Instagram	Other Social Media

List All Other Names You Have Used

CURRENT EMPLOYMENT

<i>Employer</i>	<i>Position</i>

<i>Years at Current Position</i>	<i>Years With Current Employer</i>	<i>Current Salary & Benefits</i>

AVAILABILITY & EXPECTATIONS

<i>Expected Salary and Benefits</i>

<i>Date Available to Start</i>	<i>Other Expectations</i>

EDUCATION*Undergraduate Education*

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

Graduate Education

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

Professional Education

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

Other Education

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

EMPLOYMENT HISTORY

Please provide a comprehensive list of all full-time work experiences, encompassing roles within and beyond the educational sector, starting with your most recent past employment. If required, attach additional pages for extra information. Note that Board Members and References listed will only be contacted after receiving explicit consent from the candidate during the confidential search phase.

<i>Employer</i>		<i>Position</i>
<i>Start Date</i>	<i>End Date</i>	<i>Salary:</i>
<i>District Enrollment Population</i>	<i>Number of Campuses</i>	

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AWARDS & LANGUAGE SKILLS

Awards

Awarding Organization	
Name of Award Received	Year Received
Award Information	

Awarding Organization	
Name of Award Received	Year Received
Award Information	

Awarding Organization	
Name of Award Received	Year Received
Award Information	

Awarding Organization	
Name of Award Received	Year Received
Award Information	

Language Skills

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

Language	Proficiency

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. **Previous Educational Employment Inquiry:** Have you ever left any education-related employment, voluntarily or involuntarily, while being the subject of an inquiry, review, or investigation for alleged misconduct or alleged violation of professional standards of conduct?
- _____ 2. **Current Inquiry Status:** Are you currently the subject of an inquiry, review, or investigation for alleged misconduct or alleged violation of professional standards of conduct?
- _____ 3. **Professional Certificate History:** 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. **License Application History:** Have you ever been denied a professional license for which you applied or granted a license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct?
- _____ 5. **Voluntary License Surrender:** Have you ever surrendered a professional license of any kind before its expiration?
- _____ 6. **Disciplinary Action by Licensing Agency:** Have you ever been disciplined by any public agency responsible for licensure of any kind, including but not limited to educational licensure?
- _____ 7. **Criminal Convictions Related to Education Profession:** Have you ever been convicted of a felony or misdemeanor offense relating to the duties and responsibilities of the education profession, including offenses involving moral turpitude; sexual or physical abuse of a minor or student; illegal conduct where the victim is a minor or student; felony offenses involving controlled substances as defined by Chapter 481, Health and Safety Code, or by 21 U.S.C. Section 801 et seq.; offenses involving illegal transfer, appropriation, or use of school district funds or property; or offenses involving attempts by fraudulent or unauthorized means to obtain or alter a professional certificate or license issued under Tex. Educ. Code chapter 21?
- _____ 8. **Convictions for Offenses Involving Minors:** 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. **Plea Entry for Specific Offenses:** Have you ever entered a plea of guilty or no contest relative to any charge for an offense listed in questions 7 or 8?
- _____ 10. **Civil Judgments for Personal Misconduct:** 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. **Substantiated Reports of Abuse or Neglect:** Have you ever been the subject of a substantiated report of abuse or neglect involving a student or minor child?
- _____ 12. **Ongoing Investigations for Abuse or Neglect:** Are you currently the subject of an ongoing investigation related to a report of abuse or neglect involving a student or minor child?

AUTHORIZATION & VERIFICATION

I hereby grant permission to all my past and present employers in the education sector to release information regarding: (a) my employment dates; (b) any confirmed reports of child abuse or sexual conduct related to my employment; (c) the dates of these confirmed reports; (d) the criteria for child abuse and sexual conduct used by the education provider at the time of these confirmations; and (e) the definitions of child abuse and sexual conduct employed by my education provider for determining the veracity of these reports. Furthermore, I authorize my former or current education provider employers to disclose any disciplinary records involving crimes specified in Tex. Educ. Code §§ 21.058 and 21.060 for which I have been convicted.

I also authorize my references, former and current employers, educational institutions, and any other parties possessing information about my professional background, educational qualifications, or suitability for employment to share this information with Brownsville ISD, where I have submitted my job application. I release the school district and all individuals providing such information from any liability for collecting and sharing this information, irrespective of the consequences.

I acknowledge that semi-finalists in this superintendent search may undergo a criminal records check by the school district and a license review by the relevant state licensing agency. The school district may also conduct Internet searches, reference verifications, background investigations, and confirmations of employment as part of this application process.

I certify that the information provided in this application is accurate and complete to the best of my knowledge. I have fully and accurately responded to all questions, withholding no information that might adversely impact my application. I understand that any misrepresentations or omissions in this application, accompanying materials, or during the interview process may result in the rejection of my application or, if employed, immediate termination.

Signed: _____

Print Name: _____

Date: _____

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