



2025 Superintendent Search
Ramirez CSD



Application Deadline:
May 16, 2025 @ 12:00PM

For More Information:
www.808west.com

Our District



Ramirez Common School District (RCSD) is a small but dedicated public school district located in southern Duval County, Texas, serving Duval, Jim Hogg, and Jim Wells counties. The district is open to students from grades pre-k through 12, with students currently enrolled through grade seven. The Superintendent serves a dual role as Principal of the district's sole campus.

Our Community



Ramirez Common School District (RCSD) serves primarily Duval County, as well as the neighboring Jim Hogg and Jim Wells counties. Nestled in the brush country of South Texas, RCSD reflects the deep-rooted values, work ethic, and resilience of its residents. The district's sole campus is the center of educational life for students and staff. Enrollment is now open to students from grades pre-kindergarten through twelve, with students currently enrolled through seventh grade.

The area surrounding Ramirez CSD is defined by its agricultural heritage, strong family ties, and community-driven values. Although small in size, the community embraces a powerful commitment to education and student success. This setting fosters an environment where students are known by name, teachers are deeply invested in every child's growth, and parents are active partners in the learning process.

RCSD's geographic location provides a peaceful and focused setting for learning, where tradition and progress coexist. The district builds upon its cultural foundations by offering programs designed to support academic achievement, character development, and opportunities for all learners-including those who are at risk-ensuring no student is left behind.

In summary, Ramirez Common School District's rural character, strong community spirit, and unwavering dedication to academic excellence make it a unique and nurturing place for children to begin their educational journey.

Our Students

Demographics

Race and ethnicity

Total students

26

African American

0 (0%)

Statewide: 12.8%

American Indian

0 (0%)

Statewide: 0.3%

Asian

0 (0%)

Statewide: 4.8%

Hispanic

26 (100%)

Statewide: 52.8%

Pacific Islander

0 (0%)

Statewide: 0.2%

White

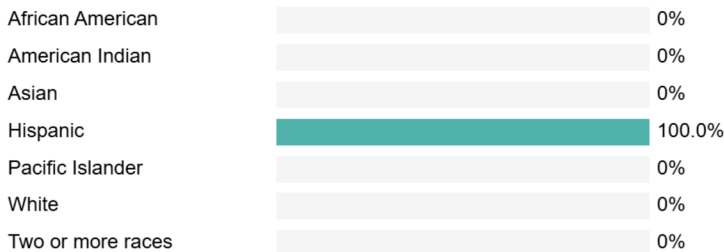
0 (0%)

Statewide: 26.3%

Two or more races

0 (0%)

Statewide: 2.9%



Risk factors

A student is [identified as being at risk of dropping out of school](#) based on state-defined criteria. A student is defined as "economically disadvantaged" if he or she is eligible for free or reduced-price lunch or other public assistance.

At-risk students

76.9 %

Statewide: 53.5%

Economically disadvantaged

96.2 %

Statewide: 60.7%

Limited English proficiency

23.1 %

Statewide: 21.7%



Enrollment by program

A look at the percentage of students enrolled in certain programs offered at schools for the **2021-2022** school year. A student can be enrolled in more than one program.

Bilingual/ESL

23.1 %

Statewide: 21.9%

Gifted and Talented

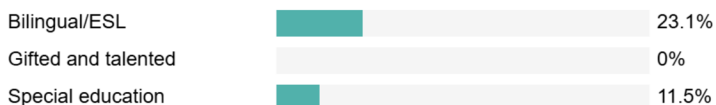
0 %

Statewide: 8%

Special Education

11.5 %

Statewide: 11.6%





Who We Want

The Ramirez Common School District (RCSD) community is seeking a student-centered, relationship-driven leader to serve as its next Superintendent/Principal. Located in southern Duval County, RCSD currently serves students in grades pre-kindergarten through seven at a single campus. This role presents a unique opportunity to lead a rural district through an exciting period of growth as the district has recently opened enrollment through grade twelve to meet community demand for a local pre-k through twelve school. Our ideal candidate will possess the following qualifications, characteristics, and leadership qualities:

- **Experienced Educator:** A strong instructional leader with a track record of improving student outcomes, particularly in the upper grades to meet the needs of the district as it grows.
- **Community-Focused Visionary:** A leader who understands and values the rural character of the district, and who will foster close partnerships with families, staff, and community members to advance student achievement.
- **Effective Manager:** A capable administrator who will steward district resources with care, ensuring accountability, compliance, and strategic use of funding to maximize student success.
- **Visible and Approachable Leader:** Someone who is present on campus, available to staff and families, and engaged in school and community events. The superintendent should be the face of the district and a trusted voice for the community.
- **Strong Communicator:** A clear, transparent communicator who will build trust with stakeholders through open dialogue, regular updates, and responsiveness to concerns.
- **Collaborative Spirit:** A superintendent who values teamwork, empowers staff, and works in partnership with the Board of Trustees to fulfill the district's mission and vision.
- **Student-Focused Decision Maker:** Above all, a leader who places students at the heart of every decision, ensuring they receive the academic foundation, support, and encouragement they need to thrive.

Ramirez CSD is searching for a leader who will honor its small-district values while guiding it with purpose and integrity into its next chapter of growth and excellence.

Minimum Qualification

- Superintendent Certification
- Minimum 3 Years Classroom Experience
- Minimum 3 Years Principal Experience
- Minimum 2 Years Assistant/Associate Superintendent Experience; OR
- Superintendent Experience

Preferred Qualification

- Minimum 5 years Classroom Experience
- Experience in Texas Public Schools
- Doctorate
- Bilingual
- Experience in both Academic and Operational/Financial facets of public schools

Application Requirements

- A completed application form
- A detailed letter of interest specifying qualifications and motivation for applying
- A one-page statement on the philosophy of education administration
- A current resume or curriculum vitae
- A copy of a Texas Superintendent certification
- Statement or Evidence of Strong Community Engagement Skills

Application

Candidates must apply online at:

<https://www.808west.com/current-searches>

APPLICATION DEADLINE: MAY 16, 2025 @12:00PM



APPLICATION FOR POSITION OF SUPERINTENDENT/PRINCIPAL

Application is due on : MAY 16, 2025 @ 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:
<https://www.808west.com/application>

CONTACT INFORMATION

<i>Prefix</i>	<i>First Name</i>	<i>Middle Initial</i>	<i>Last Name</i>

<i>Street</i>	<i>City</i>	<i>State</i>	<i>Zip</i>

<i>Phone Number</i>	<i>E-Mail</i>

<i>Facebook</i>	<i>Twitter</i>
<i>Instagram</i>	<i>Linked-IN</i>
<i>Tik-Tok</i>	<i>Other:</i>

<i>List All Other Names You Have Used</i>

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>

<i>Are you Currently hold a valid Superintendent Certification?</i>	<i>State</i>
_____ YES _____ NO	

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>	

<i>Employer</i>		<i>Position</i>
<i>Start Date</i>	<i>End Date</i>	<i>Salary:</i>
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AWARDS & LANGUAGE SKILLS

Awards

<i>Awarding Organization</i>	
<i>Name of Award Received</i>	<i>Year Received</i>
<i>Award Information</i>	

<i>Awarding Organization</i>	
<i>Name of Award Received</i>	<i>Year Received</i>
<i>Award Information</i>	

<i>Awarding Organization</i>	
<i>Name of Award Received</i>	<i>Year Received</i>
<i>Award Information</i>	

Language Skills

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

<i>Language</i>	<i>Proficiency Level</i>

Professional Publications

Please provide information regarding any Professional Publications you have authored or co-authored.

<i>Title</i>	<i>Publication</i>

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?
- _____ 13. **Financial Responsibility:** Have you ever filed for bankruptcy or had any financial judgments issued against you in the last 10 years?

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 Ramirez CSD, 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: _____