



Grand Prairie ISD

Superintendent Search 2024

www.gpisd.org

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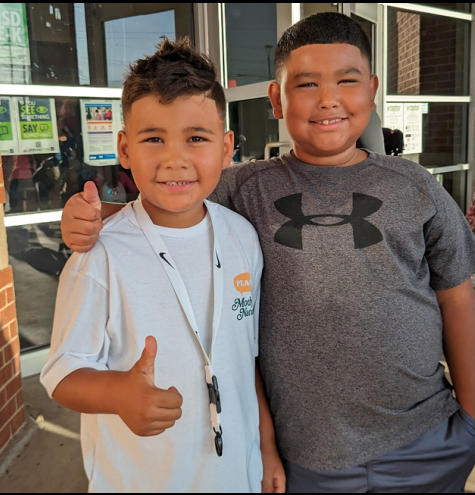
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BOARD OF TRUSTEES



*Back Row L to R: David Espinosa; Nancy Bridges; Gloria Carrillo; Terry Brooks
Front Row L to R: Amber Moffitt, Secretary; Bryan Parra, Vice President; Emily Liles,
President; Linda Ellis, Retiring Superintendent*

The Grand Prairie ISD Board of Trustees works as a collective unit to govern and oversee the management of our school district. The GPISD Board is comprised of five single member districts and two at-large seats. Notably, the Spring 2024 elections demonstrated the community's high regard for this Board, as no challengers contested the two positions. As a student-centered Board, their primary purpose is to develop and improve the educational system for all students, and to select a Superintendent of Schools that shares in this vision. Caring for our students requires setting policies and working in partnership with the community to ensure their values are represented in the programs and services provided. In addition, they are responsible for maintaining the financial wellness of the district by levying and collecting taxes and securing adequate funding to create programs and support for all students.



MISSION

The mission of GPISD is to provide an exceptional learning community committed to student academic growth, innovation, and equity for all.



VISION

GPISD will ensure student success through engaging learning experiences, collaborative leadership, and a focus on maximizing student achievement.



VALUES

- *Grow, attract, and retain students and staff through high-quality programming.*
- *Prepare scholars through college, career, and military readiness for the 21st century and beyond.*
- *Innovative and inclusive educational practices.*
- *Secure the largest rate of return on the public's tax dollar by adopting conservative budget practices.*
- *Develop high community standards through the engagement of parents, businesses, and the community in a collaborative and transparent process.*

DISTRICT GOALS

1

MAXIMIZE STUDENT ACHIEVEMENT

GPISD student achievement data will reflect continuous academic growth while students continue to make progress toward the highest levels of academic achievement as defined by the State of Texas.

2

EXERCISE RESPONSIBLE FISCAL OVERSIGHT

The Board and Superintendent will provide strong fiscal oversight to ensure fiscal solvency of the District.

3

DEVELOP LEADERSHIP CAPACITY

The district will develop a culture that promotes the exercise of leadership skills among staff and students.

4

PROMOTE 21ST CENTURY LEARNERS WHO ARE COLLEGE & CAREER READY

The district will refine and expand activities for building college-bound and workforce-ready students with strong character, ethics, and integrity.

5

ESTABLISH A SAFE LEARNING ENVIRONMENT

The district will develop a culture that promotes the exercise of intentional leadership and safety skills among staff and students.

6

PROMOTE PARENT & COMMUNITY ENGAGEMENT

The district will develop a culture that promotes the development of parent and community involvement, which includes a wide variety of stakeholders, in new and innovative ways.



COMMUNITY PROFILE

Grand Prairie Independent School District is conveniently located between Dallas and Fort Worth and is the 9th largest city in the Dallas-Fort Worth Metroplex. Home to more than 195,000 people, Grand Prairie offers family fun, relaxation, friendly neighbors, and a convenient place to live and do business. Grand Prairie is just a 15-minute drive from downtown Dallas and downtown Fort Worth which is a convenient location for families. The great schools and hometown atmosphere make the community of Grand Prairie an ideal location. Within its 58 square miles, the Grand Prairie ISD serves approximately 27,000 students at its 38 campuses and is the largest employer in the city of Grand Prairie.



STUDENTS & STAFF



Grand Prairie ISD is committed to serving every student and embraces their unique gifts and talents. The diversity of our student population makes Grand Prairie ISD a place where every scholar can shine. Of our students, 6.7% are identified as gifted and talented, 10% receive special education services, 36.5% are emergent bilingual, and 75.4% are economically disadvantaged. Student challenges are seen as opportunities, and we strive to ensure every child reaches their fullest potential.

District Demographics

Students	
68.7%	Hispanic
17.2%	African American
7.9%	White
3.2%	Asian
2.4%	Two or More
0.4%	American Indian
0.1%	Pacific Islander

Staff	
65.5%	Staff Minority Population
44.2%	White
27.8%	Hispanic
23.1%	African American
2.4%	Asian
2.1%	Two or More

Every child deserves to learn from caring educators who place the needs of students first. Grand Prairie ISD staff members engage in continuous improvement efforts that equip each person with the skills necessary to grow students academically and provide an optimal learning experience. Over 3,700 staff members are part of the GPISD team with the average teacher experience being 9.3 years. Our district ensures top-quality staff by offering competitive salaries with beginning teachers starting at \$62,100. The passionate teachers, leaders, and staff make the difference in Grand Prairie ISD.



PROGRAMS AND CHOICE



Grand Prairie ISD is a District of Innovation and understands that the schools and programs we offer in our learning community must be as unique and diverse as the students who attend them. Therefore, students enrolled in GPISD embrace the unique freedom to select an educational path tailored to suit his or her interests. Nearly half of all GPISD schools (Pre-K through 12) are Schools of Choice. Most award-winning traditional schools offer many unique Choice programs ranging from Montessori to collegiate. Through continuous improvement, the district continues to refine and expand activities for building college-bound and work-force ready students with strong character ethics, and integrity.

Highlights:

- *\$50,412,608 in scholarships awarded to GPISD students.*
- *10,000+ industry-based certifications earned.*
- *52% increase in students taking dual credit.*
- *GPISD is proud to celebrate our GP Fine Arts Academy Mariachi Sol Azteca, which has won back-to-back state championships in 2022, 2023, and 2024.*
- *SEL and Social Work Services has contributed to 77% decrease in controlled substance incidents and 210% decrease in discipline incidents district-wide.*

THE **GRAND PRAIRIE ISD GRADUATE**

- **PREPARES** for academic success in post-secondary college and career endeavors
- **COMMUNICATES** effectively
- **VALUES** inclusiveness
- **LISTENS** actively and empathetically
- **THINKS** critically
- **OPERATES** with integrity and high ethical standards
- **POSSESSES** emotional intelligence
- **PRACTICES** self-awareness
- **MANAGES** conflict to achieve successful resolution
- **DEMONSTRATES** responsibility and accountability





DISTRICT POINTS OF PRIDE

Innovative Educational Choices

Proud of offering a diverse array of educational pathways that cater to every student's unique needs and aspirations.

Cultural Inclusivity

Celebrating a school environment that respects and integrates the rich cultural diversity of our student body.

Leadership Engagement

Boasting a superintendent who is not just a figurehead but an active, inspiring presence in our schools.

Student-Centered Approach

Taking pride in a district where student welfare and success are at the heart of every decision.

Technological Advancement

Leading in the integration of cutting-edge technology to enhance learning and prepare students for the future.

Educational Diversity Support

Proud of recognizing and supporting the varied learning styles and needs across our student population.

Career and Technical Education Valued Here

Changing the narrative around career and technical education to honor the dignity and importance of skilled trades.

Resilience and Work Ethic

Instilling a strong work ethic and resilience, preparing students to meet life's challenges head-on.

Culture of Opportunity

Creating an environment where every student is inspired to pursue their dreams with confidence.

Civic Engagement Promotion

Fostering active civic engagement and leadership among students, empowering them to make a positive impact.

Visibility in Leadership

Proud of having a superintendent whose active participation and visibility inspire community and student engagement.

Effective Civics Education

Offering a robust civics curriculum that prepares students for informed and active participation in their communities.

Teacher Empowerment

Reducing administrative burdens on teachers, enabling them to focus on fostering student leadership and engagement.

High Educational Standards

Maintaining high educational and behavioral standards, promoting discipline and growth among students.

Fiscal Responsibility and Transparency

Demonstrating transparent and responsible financial stewardship that prioritizes educational quality.

Addressing Societal Challenges

Navigating societal challenges with clear expectations and support, focusing on teaching and learning.

Creative Financial Management

Excelling in managing financial pressures to ensure resources directly support educational excellence.

Community Collaboration

Leveraging community and faith-based partnerships to enhance educational outcomes and support systems.

Innovative Funding Strategies

Securing innovative funding and partnerships for educational opportunities without reliance on traditional funding sources.

Educational Excellence and Innovation

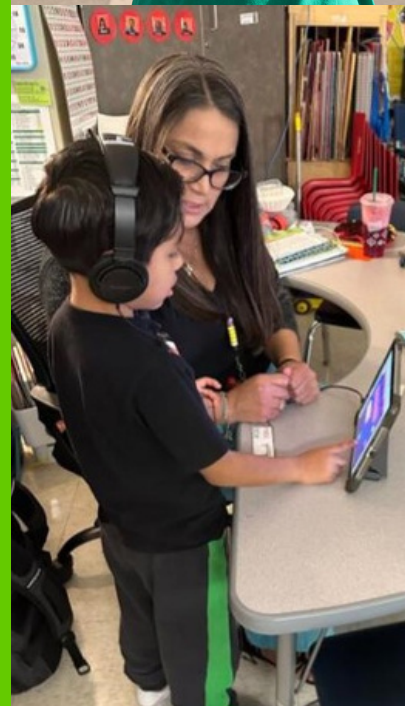
Balancing tradition with innovation, ensuring our district remains a leader in providing quality education.

SUPERINTENDENT PROFILE

The Grand Prairie ISD community, students, and staff are seeking a collaborative, innovative leader with strong communication skills to serve as the Superintendent of Schools.

Our next Superintendent will have the following qualifications, characteristics, and skills:

- A **professional educator** with academic and operational experiences who understands how to yield successful student achievement.
- An **innovative leader** dedicated to the continuation and enhancement of innovative programs, schools of choice, technology, and instructional practices that keep GPISD competitive and address our students' evolving educational needs.
- A **reliable leader** with the skills to develop and implement comprehensive safety measures that address physical, digital, and emotional security, ensuring students feel safe and supported within their learning environments.
- A **positive role model** who values and integrates diverse cultural perspectives and ensures inclusivity and fairness in district policies and practices.
- A **visible, engaged leader** who utilizes connections and networks to champion the unique needs of students and expand opportunities to prepare students through advanced learning, interests, and career-readiness experiences.
- An **active community partner** who engages directly with local government and community services to promote the district and serve in a manner that models strong personal values and work ethic.
- A **trustworthy, transparent manager** who prioritizes fiscal responsibility and aligns resources to support teaching and learning.
- A **respected collaborator** with demonstrated communication skills that address diverse community needs and proactively informs all constituents.
- A **student-centered leader** who places student success and welfare at the forefront of decision-making.



APPLICATION PROCESS

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

SALARY AND BENEFITS:

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

MINIMUM QUALIFICATIONS:

- Superintendent Certification
- Minimum 5 Years Classroom Experience
- Minimum 3 Years Principal Experience
- Minimum 4 Years Assistant/Associate Superintendent Experience (or equivalent); **OR**
- Some Superintendent Experience

PREFERRED QUALIFICATIONS:

- Superintendent Experience
- Experience in Texas Public Schools
- Doctorate Degree
- Bilingual Speaking
- Experience in both Academic and Operational facets of public schools
- Experience in Urban School Settings

Candidates must apply online at:

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



Application Deadline:
April 12, 2024
12:00 noon (local time)

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



APPLICATION FOR POSITION OF SUPERINTENDENT

Application is due on : APRIL 12th, 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

<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>	

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

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 Grand Prairie 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: _____

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

Materials received after the deadline will not be considered.

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

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