



# 2024 SANTA ROSA ISD SUPERINTENDENT SEARCH



*"Santa Rosa ISD school vision is to provide an environment in which students develop an appreciation of learning and perform to their fullest potential."*

# LEARN MORE ABOUT SANTA ROSA ISD

## SRISD District Goals



### Goal 1: STUDENT ACHIEVEMENT

We will create a transformative school district that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

### Goal 2: BUILDING CAPACITY

We will recruit, support, and retain highly effective staff, educators, and administrators and afford them the resources and preparation needed to maximize efficiency and student achievement.

### Goal 3: FINANCIAL STABILITY

We will maintain financial stability while continuing to improve academics, technology, extracurricular programs, and facilities.

### Goal 4: FAMILY AND COMMUNITY ENGAGEMENT

We will maintain strong communication between teachers, parents, students, and business partners to meet student academic and social-emotional needs.

### Goal 5: STUDENT SAFETY, HEALTH AND WELLNESS

We will create secure, safe, clean, welcoming environments that provide students/staff with the social-emotional and mental health supports needed to create a positive work and learning environment.

## Mission

Our mission is to furnish a safe haven where everyone is valued and respected. All staff members, in partnership with parents and families, are fully committed to successful student outcomes. We strive to prepare all students to be lifelong learners and responsible citizens ready to meet the challenges of the future.





# SUPERINTENDENT PROFILE

Santa Rosa ISD stands at a pivotal point of growth, progress, and opportunity. Our trajectory is defined by the gains we've made, and we seek a leader whose vision aligns with building upon this path of progress. Reinvention is not the need of the hour. Instead, we are on the lookout for someone who will ride the momentum and steer our district to greater heights, making sure our achievements are only amplified.

**GUIDED LEADERSHIP:** Santa Rosa ISD desires an adept leader versed in public education, operations, and curriculum, capable of directing with efficiency and acumen.

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

**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.

**CULTURALLY ATTUNED:** Our call is for a diverse leader, enriched by a tapestry of culturally relevant experiences, forging genuine bonds with the students and families of our district.

**PRACTICED AND PROVEN:** Santa Rosa ISD values action and results. While an advanced degree is advantageous, it's paramount for our leader to be seasoned, poised for immediate action, and adept in fostering trust and collaboration.

**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.

**COMMUNITY CHAMPION:** Our leader should resonate with the pulse of the community, actively marking their presence at school events and broader community engagements.

**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, tirelessly weaving bonds of trust with parents, students, and the larger Santa Rosa school community.

Join us on this journey as we continue to enhance Santa Rosa ISD's legacy of excellence, ensuring that our trajectory is one of sustained growth and accomplishment.

# SANTA ROSA, TEXAS

## Santa Rosa, Texas: A Glimpse Through Time

In the 1860s, nestled in the heart of Texas, Charles Stillman founded the Santa Rosa Ranch, giving birth to a legacy that would later inspire the naming of the town. Before the echoes of the Civil War were heard across the nation, the ranch already hosted a post office, stamping its mark on the region.

As cotton became the lifeline during the Civil War, the ranch transformed into a crucial stopover for cotton wagons journeying towards Mexico.

However, it wasn't until 1913 that the town of Santa Rosa truly began to shape itself. And as the years rolled by, the community's determination shone brightly. By 1927, sixty years after its original post office was set up, Santa Rosa celebrated the inauguration of its second. The town also championed its progressiveness when, in the early 1920s, the old frame school gave way to a robust brick institution.

Transportation and connectivity surged in significance during the late 1920s. Santa Rosa welcomed the Southern Pacific's depot in 1927, and by the subsequent year, a highway formed a bridge of connectivity between Santa Rosa and La Feria.

But not all was rosy. The Great Depression cast its long shadow, and the once-bustling population of Santa Rosa dwindled to a mere 400. By the mid-1940s, the number further shrunk to 224. Yet, Santa Rosa was not one to be kept down. By the 1960s, the resilient town saw its population soar past 1,500. And as the 20th century neared its end, the 1990 census proudly recorded a figure of 2,223.

Through trials and triumphs, Santa Rosa, Texas stands as a testament to the indomitable spirit of its people and the rich tapestry of its history.





# QUALIFICATIONS

## 1. Minimum Qualifications

- 10 years of experience in education;
- 3 years of classroom teaching experience;
- 10 years of experience working in an in-school setting;
- Experience in a leadership role such as an area superintendent, deputy superintendent, assistant superintendent, or a similar cabinet level position.
- 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 as a Superintendent; or
- 3 years of Assistant Superintendent Experience.
- 3 years of experience as a Principal;
- 5 years of classroom teaching experience;
- Experience working with student demographics similar to those in the district; and
- Knowledge of Texas school law, finance, curriculum, and accountability measures.



# SUPERINTENDENT APPLICATION



## 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.

## Application Process

**The application deadline is November 7, 2024 at 12:00 p.m. (CST). The anticipated start date for the new Superintendent is January 6, 2025.**

## 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](mailto:search@808west.com)







**APPLICATION FOR POSITION OF SUPERINTENDENT**

**Application is due on : NOVEMBER 7, 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:**  
<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>District Enrollment Population</i>	<i>Number of Campuses</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>	
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**EDUCATION**Undergraduate Education

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

Graduate Education

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

Professional Education

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

Other Education

<i>Institution</i>	
<i>Degree &amp; 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>
<i>District Enrollment Population</i>	<i>Number of Campuses</i>	

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<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>	

**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 the District, 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: \_\_\_\_\_