

Horatio School District Application for Superintendent of Schools

The following items must be received by February 17, 2025.

- Letter of Intent
- Current Resume
- Completed Application Form
- Valid Superintendent's License
- College or University Transcript
- Three Current Letters of Recommendation

Completed applications should be directed to email:

Gayla Youngblood

HSD Superintendent

gyoungblood@horatioschools.org

870-832-1940

All applications will be held in strict confidence.

Candidate Attributes

- Visionary leader with high expectations and successful administrative experience
- Willing and able to be a visible community leader
- Strong working knowledge of community relations, program evaluation, finance, school law, collective bargaining personnel recruitment, selection, and retention
- Desire to build upon a record of continuous academic improvement and success
- Sensitivity to the total needs of all socio-economic and cultural background pertaining to students, parents, educators, and support staff
- Individuals who possess, model, and expect fairness, honesty, and integrity

Non-Discrimination Policy

It is the policy of the Horatio School District not to discriminate on the basis of race, color, religion, sex, marital status, national origin, limited English proficiency, age, handicap, or disability in its educational programs, activities, or employment policies as required by the Arkansas Civil Rights Act of 1964, the Equal Pay Act of 1973, Title IX (1972 Education Amendments), Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act and any other applicable Federal or State nondiscrimination law.

Personal Information

Name _____
Last First Middle Maiden

Home Address _____
Street City State Zip

Phone _____
Daytime

Present Position _____

Name of School District _____

Total Enrollment _____ Number of Elementary Schools _____

Number of Administrators _____ Number of Intermediate Schools _____

Number of Certified Staff _____ Number of Middle/Junior High Schools _____

Number of Classified Staff _____ Number of High Schools _____

Do you hold a valid Arkansas Superintendent's License? _____ Yes _____ No

Attach a copy of your license or a letter stating you are eligible for the license from the Arkansas Department of Education.

Present Contractual Relationship

Length of Present Contract _____ Expiration Date _____

Present Salary _____ Date Available _____

Do you have a buy-out clause in your current contract? _____ Yes _____ No

Should this application be treated as confidential with regard to your present employer?

_____ Yes _____ No

Attach Resume

Your resume should include: Undergraduate and Graduate Work, Additional Educational Preparation, Certificates held, Community Activities, Previous Professional Experience, and Three Professional References

Application Questions

Please feel free to provide your responses on separate pages.

1. As Superintendent, how would you market our district to maximize student enrollment? Offer a suggestion on how to attract and retain students from within our district who aren't attending HSD and those potential students on the border of our school district to attend HSD.
2. How does a school system with declining enrollment ensure adequate revenue expenses during these economic times? Describe the fiscal management style you would use during these times?
3. Describe your philosophy of educational leadership and how you would plan and implement your vision for student achievement in our school district?
4. How will you approach prioritizing the needs of the district and create a strategic plan to market those needs to the taxpayers and community?
5. How do you view the importance of extracurricular participation and what measures would you suggest to increase student and teacher participation for success?
6. Tell about a professional goal you have set and achieved. What personal qualities and characteristics helped you achieve that goal?
7. Describe your perception of the optimal board/superintendent relationship?

Application Questions

- ____ Yes ____ No 1. Are you presently being investigated or under a procedure a procedure to consider your discharge for misconduct by your present or any past employers?
- ____ Yes ____ No 2. Have you ever been reprimanded, disciplined, discharged, or asked to resign from a prior position?
- ____ Yes ____ No 3. Have you ever resigned from a prior position without being asked under circumstances involving your employer's investigation for sexual misconduct with another person, mishandling of funds, or criminal conduct?
- ____ Yes ____ No 4. Have you ever been charged with pleaded guilty or no contest to, or been convicted of any crime involving sexual abuse of any person or any other crime of moral turpitude?
- ____ Yes ____ No 5. Have you ever been charged with, or investigated for, physical or sexual abuse of another person?
- ____ Yes ____ No 6. Have you ever been convicted of a misdemeanor and/or felony, or ever entered a plea of guilty or a plea of no contest, or has any court deferred further proceedings without entering a finding of guilty, or placed you on probation for a crime?
- ____ Yes ____ No 7. Are you eligible to work in the United States of America?

I have answered the above questions accurately and any "yes" answers for Questions 1 through 6 or a "no" answer for Question 7 are explained on a separate attachment including the date of the incident, charge, offense in question, court action taken, and the address of the court involved.

Applicant's Signature

Date

Authorization and Release

I authorize the Horatio School District or its agent to research and verify the information I have provided on my application for employment including my personal background, character, professional standing, work history, and qualifications. The school district or its agent will utilize sources of information it deems appropriate including, but not limited to, criminal conviction records, current and former employees, Department of Motor Vehicle records, military records, credit reporting services, educational records, professional and personal references, and workman compensation records including any and all injuries in compliance with the American with Disabilities Act. I agree, authorize, and consent to release and disclose any and all information, including, but not limited to, the above to the school district or its agent. I expressly waive in connection with any request for, or provision of such information, with any claims or causes of action, including without limitation, defamation, infliction of emotional distress, invasion of privacy, or interference with contractual relations that I might otherwise have against the school district, its officials, employees, trustees, or agents, any individual corporate, and/or agency provider of such information. I have read this authorization and release all claims, and I expressly agree to the terms set out herein. I understand that any false or misleading information on this application shall be fully sufficient grounds to be refused employment and/or have a contract terminated.

Applicant's Signature

Date