

# East Gibson School Corporation

*Today's Education is Tomorrow's Future*

## Application for Superintendent

### *Professional Qualifications and Selection Criteria*

- Central office leadership preferred, building-level leadership required.
- A minimum of three years of successful public school teaching preferred.
- Effective skills in communication, multitasking, collaboration, and marketing.
- Strong working knowledge of community relations and willingness to be a visible community leader.
- Approachable leader with demonstrated ability to motivate all members of the faculty and staff and embrace a culture of excellence and continued improvement.
- Values relationships as a foundation of the district, both internal and external.
- Possess the highest personal standards, good morals, ethics, honesty, commitment, and integrity.
- Background and experience in referendums and building projects.

### *Submittal Information and Requirements*

*All applicants are expected to provide the following:*

Letter of Intent  
Resume  
Completed and signed application  
Response to all application questions  
Copy of valid Indiana Superintendent license or evidence of qualification  
College/University credentials and transcripts  
Three (3) current letters of reference (Two years or less)

*Directions for submitting applications and credentials:*

Inquiries related to this application should be directed to the University Search Team members.  
Contact: Dr. Terry McDaniel at [tmcdaniel@indstate.edu](mailto:tmcdaniel@indstate.edu) or 812-821-7252

Please complete all application documents including the required signatures. Only complete applications (including all required applications documents) will be considered.

All materials should be emailed to: Dr. Terry McDaniel at [Tmcdaniel@indstate.edu](mailto:Tmcdaniel@indstate.edu).

Applications must be received prior to the application deadline of **October 20, 2023**.

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## *Application Information*

Full Name: \_\_\_\_\_ Date: \_\_\_\_\_  
*Last First M.I.*

Address: \_\_\_\_\_  
*Street Address Apartment/Unit #*

\_\_\_\_\_

*City State Zip*

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Present Position/School Corporation: \_\_\_\_\_

Years in This Position \_\_\_\_\_ Years in Corporation \_\_\_\_\_

Pupils Enrolled \_\_\_\_\_ Elementary Schools \_\_\_\_\_

Total Certified Staff \_\_\_\_\_ Intermediate Schools \_\_\_\_\_

Total Classified Staff \_\_\_\_\_ Middle/Jr. High Schools \_\_\_\_\_

Annual District Budget \_\_\_\_\_ Senior High Schools \_\_\_\_\_

Do you hold a valid Indiana Superintendent's License? Yes \_\_\_\_\_ No \_\_\_\_\_

May we contact your current employer? Yes \_\_\_\_\_ No \_\_\_\_\_

## *Present Contract Relationship*

Length of Present Contract \_\_\_\_\_ Expiration Date \_\_\_\_\_ Date Available \_\_\_\_\_

Buy-out Clause \_\_\_\_\_ Current Salary \_\_\_\_\_ Board Paid Annuities \_\_\_\_\_

Life Insurance Face Value \_\_\_\_\_ Travel Allowance. \_\_\_\_\_

Long-Term Disability Yes \_\_\_\_\_ No \_\_\_\_\_ Dental Insurance Yes \_\_\_\_\_ No \_\_\_\_\_

Vision Insurance Yes \_\_\_\_\_ No \_\_\_\_\_ Health Insurance Yes \_\_\_\_\_ No \_\_\_\_\_

## *Professional Experience and Employment Record*

*(Please list the most recent first)*

Position

Organization

Dates of Employment

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## *Graduate and Undergraduate Information*

*(Please list the most recent first)*

Institution

Dates Attended

Major/Minor

Degree/Date

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## *Professional Leadership*

*Please list three (3) professional organizations in which you have been most active*

*(List offices held, awards, etc.)*

Professional Organization

Offices Held

Responsibilities

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## *Application Questions*

*On a separate sheet, respond to each of the following questions/remarks in 300 words or less.*

*Attach your responses to the application.*

1. Why do you want to be superintendent of the **East Gibson School Corporation**? What special strengths do you bring to our district?
2. Describe your experience in budget and finance. How will you work to oversee the budget and provide sound finances for the future? What is your experience in referendums and building projects?
3. The **East Gibson School Corporation** has great pride in community involvement. It is vital that the superintendent be involved in community activities, both district-wide and county-wide. Describe how you will be involved, communicate, and be a leader in both district and county activities and organizations.
4. What is your vision and strategy for building community partnerships for the district?
5. How will you maintain the integrity of the **East Gibson School Corporation** while retaining current students and attract new students and families to the district?

6. Describe your approach to the management of a collaborative leadership team. What unique skills and experiences define you as a superintendent?

## *Additional Application Information*

**If you answer YES to any of the first five questions, please explain on a separate page. Include the date of the incident, the charge, the court action taken, the offense in question, and the address of the court involved.**

1. Are you presently being investigated or under a procedure or process to consider your discharge for misconduct by your present employer?  
Yes\_\_\_\_ No\_\_\_\_
2. Have you ever been reprimanded, disciplined, discharged, or asked to resign from a position?  
Yes\_\_\_\_ No\_\_\_\_
3. Have you ever resigned from a prior position without being asked but under circumstances involving your employer's investigation of your sexual conduct with another person, mishandling of funds, or other criminal conduct?  
Yes\_\_\_\_ No\_\_\_\_
4. Have you ever pleaded guilty or no contest to or have been convicted of any crime involving sexual abuse of any person or any crime of moral turpitude?  
Yes\_\_\_\_ No\_\_\_\_
5. 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 with entering a finding of guilty or placed you on probation for a crime?  
Yes\_\_\_\_ No\_\_\_\_
6. Are you eligible to work in the United States of America? Yes\_\_\_\_ No\_\_\_\_

## *Notice, Authorization, and Release*

If you are tentatively offered the Superintendent position, the **East Gibson School Corporation** will complete an extensive background investigation prior to making the final offer of employment. If you are tentatively offered the position you will be required to complete the authorization for an Indiana and National Background Check and submit the signed document by a date directed by Board of School Trustees of the **East Gibson School Corporation**.

The **East Gibson School Corporation** does not discriminate on the basis of the protected classes of race, color, national origin, sex (including sexual orientation, transgender status, and gender identity), disability, age, religion, military status, ancestry, or genetic information which are classes protected by Federal and/or State law (collectively "Protected Classes") occurring in the Corporation's employment opportunities, programs, and/or activities or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation's environment.

I understand that my application will be on file with the **East Gibson School Corporation** for at least three (3) years and that materials accompanying this application become the property of the **East Gibson School Corporation**. I certify that I have made no misrepresentations or falsifications of these statements, answers, or included documents. I am also aware that should investigations disclose such, my application will be disqualified, my name removed from all eligible lists, and my future applications will not be accepted. I am also aware that falsification of this application or any accompanying data, may result in dismissal from any position at the **East Gibson School Corporation**. I authorize any person, agency, partnership, or corporation having any information concerning my background, educational records, or employment records to release such information. This information is to be used for possible employment with the **East Gibson School Corporation**. Furthermore, I agree that I have freely signed this document and have a copy of this Authorization and Release, whether it be a photocopy or otherwise and it shall have equal standing and import as if were the original.

Signature \_\_\_\_\_

Date \_\_\_\_\_