

**APPLICATION FOR SUPERINTENDENT OF SCHOOLS
SUMTER COUNTY BOARD OF EDUCATION**

**Remit to: E. Dianne Gamble, Board Attorney
Hill, Hill, Carter, Franco, Cole & Black, P.C.
Post Office Box 380425
Birmingham, Alabama 35238**

DISCRIMINATION POLICY

It is the policy of the Sumter County Board of Education that no person shall, on the grounds of race, color, national origin, creed, religion, sex, marital status, age, or disability be excluded from participation in, be denied benefits or, or be otherwise subjected to discrimination under any educational program or in employment, or recruitment, consideration, or selection, therefore under any educational program or activity operated by the Sumter County Board of Education.

Name (Last) (First) (Middle)

Home Street Address

City State Zip

Home Phone Alternate Phone

Present Position Business Phone

Name of School District City and State

Total Pupil Enrollment _____ Number of Elementary Schools _____

Number of Certified Staff _____ Number of Middle Schools _____

Number of High Schools _____

Do you hold a valid Alabama Superintendent's License? Yes No
Expiration Date _____

Are you eligible to obtain an Alabama Superintendent's License? Yes No

What other valid certificates do you hold?

PRESENT CONTRACTUAL RELATIONSHIP

Length of Present Contract _____ Expiration Date _____

Present Salary _____ Date Available _____

Other Insurance and/or Benefits Provided by the Board _____

Should this application be treated as confidential with regard to your present employer? ___ Yes ___ No

OTHER: If any additional information concerning change of name, use of assumed name or nickname is necessary to enable a check of your work or educational record, please explain. (Attach additional pages if needed)

HONORS AND DISTINCTIONS

List of honors, awards, commendations, elective or appointed offices held, or other distinctions received. (Attach additional pages if needed)

Date Honors, Awards, Etc.

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COMMUNITY ACTIVITIES

List activities and whether currently involved/serving. (Attach additional pages if needed)

Date Activity

Date Activity

Date Activity

Date Activity

Date Activity

RELEASE, AUTHORIZATION AND ACKNOWLEDGMENT

In order to be considered for employment, you must fully complete the following questionnaire and sign below.

- 1. Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer, and have you offered a resignation to your previous employer? If yes, explain the circumstances on a separate sheet and attach it to this application.
 Yes No

- 2. Have you ever been reprimanded, disciplined, discharged, or asked to resign from a prior position? If yes, explain the circumstances on a separate sheet and attach it to this application.
 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 contact with another person, or mishandling funds, or of a criminal conduct resulting in a conviction or criminal penalty? If yes, explain the circumstances on a separate sheet and attach it to this application.
 Yes No

- 4. Have you ever pleaded guilty or “no contest” to, or been convicted of any crime of moral turpitude? (Moral turpitude is an act of baseness, vileness, or depravity in the private and social duties which a person owes another member of society in general and which is contrary to the accepted rule of right and duty between persons, including but not limited to: theft, attempted theft, murder, rape, swindling, and indecency with a minor.) Yes No

- 5. Have you (a) ever been convicted of a crime, other than a minor traffic offense; or (b) ever entered a plea of guilty or a plea of “no contest,” or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation for any crime other than a minor traffic offense? Yes No

**If you have answered yes to any of the previous two (2) questions, please explain, in detail, including the date of the charge, the court action, the offense in question, and the address of the court involved on a separate sheet and attach to the application.*

- 6. If selected for an interview, will you consent to the Sumter County Board of Education obtaining a credit history report on you? Yes No

My name below constitutes authorization to check by credit history, employment history, including without limitation, evaluation, criminal arrest and conviction record check, reference checks, and release of investigatory information possessed by any private or public employer or any state, local or federal agency. I further authorize those persons, agencies or entities that the Sumter County Board of Education contacts, in connection with my employment application, to fully provide any information on the matters set forth above.

I expressly waive, in connection with any request for a provision for such information, any claims, including without limitation, defamation, emotional distress, invasion of privacy or interference with contractual relations that I might otherwise have against the Sumter County Board of Education, its agents and officials, or against any provider of such information.

I have read this authorization and release of claims, and I expressly agree to the terms set out herein. I further understand that any false or misleading information on this application shall be fully sufficient grounds to refuse employment and/or termination of contract.

Name of Applicant

Date

PROFESSIONAL PREPARATION

Undergraduate Institution	Major/Degree(s) Obtained	GPA
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Additional Educational Preparation (Including specialized seminars, workshops, etc.)

Institution	Specialization
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Institution	Specialization
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Institution	Specialization
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Institution	Specialization
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Professional Experience and/or Employment Record (Please list most recent experience first)

Position	Organization	Number of Years in Position
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Position	Organization	Number of Years in Position
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REFERENCES

Please list five (3) persons who know your professional background and qualifications. These should include school board members, university professors, and members of the community.

Name and Position

Address

Business Phone

Home Phone

Name and Position

Address

Business Phone

Home Phone

Name and Position

Address

Business Phone

Home Phone

APPLICATION QUESTIONS (Attach additional pages if needed)

1. Why do you want to be Superintendent of the Sumter County Board of Education? What will be your main function as Superintendent?

2. List the strengths, talents, and skills you possess as a successful superintendent/administrator. Describe how these qualifications match the needs of the Sumter County Board of Education.

3. List some of the most important factors upon which one must focus to maximize student achievement. As a superintendent, what is your role relative to these factors?

4. How does a school system ensure adequate revenue versus expenses during these economic times? How would you describe your fiscal management style? Describe your experience in budget and finance.

5. Describe your direct experiences and outcomes with contract negotiations; in addition, please describe other experiences and the outcomes from your work with the classroom teachers' association.

6. Describe how you have engaged the community to increase educational opportunities for students.

7. Describe how you would use the knowledge, ideas, talent, experience, expertise, and community contacts of your board members in their service to the Board of Education.

8. What knowledge or experience do you have with new and/or different curriculum and delivery structures for elementary, middle or high school levels?
