

# WesternWayne Schools



**NURTURING POWERFUL LEARNERS**

## Application for Superintendent

### APPLICANT 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 \_\_\_

Other Insurance or Benefits \_\_\_\_\_

**PROFESSIONAL EXPERIENCE AND/OR EMPLOYMENT RECORD**

*(Please list the most recent first)*

Position

Organization

Dates of Employment

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**UNDERGRADUATE AND GRADUATE EDUCATIONAL EXPERIENCE**

*(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 FOR SUPERINTENDENT 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 Western Wayne Schools? What unique experiences, talents, and skills make you the best candidate?
  
2. At Western Wayne Schools we believe that a high-quality education involves far more than academic proficiency. With this in mind, the mission of Western Wayne Schools is ***Nurturing powerful LEARNERS to discover their paths while equipping them to meet the demands of a successful future. You will find our beliefs of , What is a Powerful Learner?, How You go About Nurturing a Powerful Learner?, and Our Core Beliefs at <https://wwayne.k12.in.us/about-us/>.*** Describe how your educational philosophy will work with our beliefs.
  
3. As Western Wayne Schools is a small district, finances and budgeting are always a concern. Describe your experience in budget and finance. How will you work to oversee the budget and provide sound finances for the future?
  
4. Western Wayne takes 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.
  
5. Western Wayne has a strong, supportive teaching staff. How will you support teachers? Describe this support and how you will be visible, transparent, and an educational leader.
  
6. Like many Indiana districts, declining enrollment is a major concern. How will you maintain the integrity of Western Wayne Schools while developing a marketing plan to keep current students and attract new students and families to the district?

## ADDITIONAL APPLICATION INFORMATION

*Please answer the following questions  
(Please list the most recent first)*

**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 \_\_\_\_\_

## ADDITIONAL CANDIDATE INFORMATION

If you are tentatively offered the Superintendent position, Western Wayne Schools 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 the Western Wayne Schools Board of School Trustees.

Western Wayne Schools 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.

## NOTICE, AUTHORIZATION AND RELEASE

I understand that my application will be on file with the Western Wayne Schools for at least three (3) years and that materials accompanying this application become the property of the Western Wayne Schools. 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 Western Wayne Schools.

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 Western Wayne Schools.

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 \_\_\_\_\_

## PROFESSIONAL QUALIFICATIONS AND SUBMITTAL INFORMATION

### *Professional Qualifications and Selection Criteria:*

- Central office experience preferred/superintendent experience desired
- Building-level administration experience required
- Effective skills in communication, multitasking, collaboration, and marketing
- Strong working knowledge of community relations and willingness to be a visible leader in the community
- Approachable leader with proved ability to motivate highly qualified personnel
- Working knowledge of program evaluation, school finance, school law, collective bargaining, and human relations
- Possess the highest personal standards, good morals, ethics, honesty and integrity

### *Submittal 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; [tmcdaniel@indstate.edu](mailto:tmcdaniel@indstate.edu) or Phone: 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 may also be sent by postal mail but must be received prior to the application deadline of June 1, 2021.

Dr. Terry McDaniel  
Department of Educational Leadership  
Bayh College of Education  
Indiana State University  
Terre Haute, IN 47809