



EXECUTIVE SUMMARY

Superintendent Search Proposal for Aledo Independent School District

Thompson & Horton LLP proposes to assist the Aledo Independent School District Board of Trustees in conducting a state or national search for a new school executive to lead this outstanding school District. The search consultants include Mr. David Thompson, Dr. Mike Moses and Dr. Curtis Culwell. Mr. Thompson is an attorney with Thompson & Horton LLP. He is a former Associate Executive Director for the Texas Association of School Boards and served as general counsel for the Texas Education Agency. His clients include many districts in the greater Houston area and across the state of Texas. Dr. Moses previously served as the Texas Commissioner of Education from 1995-1999, was Deputy Chancellor and Professor of Educational Administration for the Texas Tech University System from 1999-2000 and superintendent of schools for the Dallas Independent School District from 2000-2004. Dr. Moses has served as superintendent of schools in four school districts in Texas including a small, mid-size and large district. Dr. Curtis Culwell is a former superintendent in Lubbock and Garland and is now associated with Moak/Casey in Austin, Texas.

We believe that our professional experiences and work in public education have helped us develop an outstanding network of qualified professionals who are prepared to provide exemplary service as a school executive in the Aledo Independent School District. The obvious goal of the search is to identify the most qualified school executive available to lead the District. We will work with the Board of Trustees to identify the appropriate selection criteria. Furthermore, we will not only accept credentials, but we will actively recruit outstanding individuals for the position. This proposal also speaks to interviews, identification of finalists, communication and other considerations.

As consultants who are extremely familiar with Texas school superintendents and national school leaders, we believe that we are qualified to assist the Aledo Independent School District Board of Trustees in securing a truly outstanding individual to lead the District.

We do not have a "predetermined" list of candidates to bring forward to the Board. This would be a search that would be conducted strictly for the benefit of the Aledo Independent School District. Our role is to serve at the pleasure of the Board and ensure that trustees do, in fact, drive the search for a new superintendent for the District.

The reputation, history and future prospects of the District are excellent. It would be our honor to participate in the search for a recognized school executive to lead the instructional process for the boys and girls in the Aledo Independent School District.

WHY THOMPSON & HORTON?



“our professional experiences & work in public education have helped us develop an outstanding network of qualified professionals.”

ABOUT THOMPSON & HORTON LLP

The name of the firm submitting this proposal is Thompson & Horton LLP, 3200 Southwest Freeway, Suite 2000, Houston, TX 77027. This is the office from which the proposed search would be conducted.

The firm is unique in that Mr. Thompson is a school attorney who represents school districts and school boards. Mr. Thompson has also served as an officer with the Texas Association of School Boards and general counsel for the Texas Education Agency. Dr. Moses is a former school superintendent in four Texas school districts and has also served as Texas Commissioner of Education.

The firm has had experience in conducting executive searches and recruiting superintendents since 1999. Since that time, the firm has assisted top school districts in Texas in their search for a new superintendent.

The firm has never worked with a district in which case a superintendent was not successfully hired.

The consultants are available and fully committed to serving the Aledo Independent School District. The consultants respectfully request that meeting times and dates be scheduled well in advance to allow trustees and the project team members to appropriately calendar.

❖ ***Extensive Search & Recruitment***

The consultants will actively solicit and contact qualified individuals and encourage them to apply for the position. The position will be advertised through publications and on websites of organizations such as the Texas Association of School Administrators and the American Association of School Administrators. Executive Directors of all Texas Education Service Centers will also be contacted in order to secure any nominations that they might deem appropriate.

National organizations will be contacted if desired by the Board of Trustees. Announcement of the vacancy will also be placed on the highly viewed website www.TexasISD.com for the duration of the search. Likewise, an ad will be placed on the website www.topschooljobs.org which is a part of the online edition of "Education Week" which displays the ad to potentially 300,000 viewers per month. Respected members of the educational community, including those of higher education, will be contacted. All individuals who are nominated will be contacted and asked to consider making application.

During the entire phase of the search, the consultants will furnish reports to the Board of Trustees with regard to the status of the search. The search consultants will expect to be in periodic contact with the president of the Board of Trustees throughout the entire process.

❖ ***Extensive Search & Recruitment (cont.)***

The consultants will contact outstanding individuals who meet the desired profile and request that they submit their resume and credentials for consideration by the Board of Trustees. The consultants will only contact individuals who are serving successfully in their current assignments.

The firm will rely on its extensive network of trusted professionals to solicit outstanding candidates. Additionally, the firm will talk with respected educators and other school leaders with regard to nominations. References that are listed by candidates will be reviewed and contacted. In all cases, the firm will want the president of the Board of Trustees or other Board members to talk with references once a finalist has been identified. This is important in order to ensure the community that the Board has been fully engaged in the process and that members of the Board are fully satisfied with regard to the background and qualifications of the successful candidate. Members of the firm will help facilitate discussions between Board members and appropriate references for the candidates identified for interview purposes or for the finalist that may be identified.

❖ ***Community Engagement***

The firm began the process of working with community focus groups over ten years ago. From the time the firm began doing superintendent searches, we have actively assisted the Board of Trustees in soliciting input from the opinion leaders and stakeholder groups in the districts we have served. We would request that each member of the Board of Trustees nominate eight individuals to serve on focus groups. Ideally, each member of the Board would nominate a parent, non-parent, business person, representative of a faith-based institution, teacher, administrator, student and other community member. If each trustee nominates eight individuals, a total of 56 persons will be involved. The firm will come to the community and work with the District staff to break these individuals into three or four groups. The principals of the firm will meet with each of these groups for approximately two hours and give a late afternoon or early evening report to the members of the Board of Trustees with regard to the comments and findings that are derived from these meetings. Additional community input will be solicited and received through the internet research and shared with the board.

This process ensures that constituents and opinion leaders have an opportunity to give input into the search for a new school superintendent. The consultants simply act as the conduit and help interpret the information back to the Board of Trustees. Members of the Board are encouraged not to attend these focus group meetings to allow honest and thoughtful communication between the consultants and the focus groups.

❖ ***Candidate Review, Interviews and Selection***

Following the application deadline, consultants will meet with the Board of Trustees to share the name of each individual that has expressed an interest in the position. The firm will provide a spreadsheet for the Board to review that summarizes the candidates and their credentials along with resumes for each individual that have submitted an application for the position. The firm will work with members of the Board of Trustees to review the candidates and identify those individuals that will be invited to meet with the Board of Trustees for purposes of an interview. This number usually ranges from five to seven. The firm will have vetted the candidates and talked with individuals both on the reference list and not on the reference list for each candidate.

The firm will communicate with each of the individuals identified to be interviewed and make all of the necessary arrangements for those candidates to be present at the appointed time to meet with the Board of Trustees. The firm will also present a battery of questions that may or may not be used by the Board in the oral questioning of candidates in the interview process.

❖ *Candidate Review, Interviews and Selection (cont.)*

The firm will work with the Board to complete two rounds of interviews. The second round is usually with the top one or two candidates. Once the Board has made a decision, the firm will assist the Board with any site visits, further reference checking, background checks and contract negotiations.

❖ *Post Appointment*

If for any reason the individual with whom the Board of Trustees engages to become the superintendent of schools leaves the district within one year of assuming the position, the firm will work with the Board of Trustees to conduct another search at no charge to the district. Should the superintendent that is selected by the Board leave the district any time in the second year of service, the firm will work with the Board of Trustees to conduct another search at one-half of the agreed upon fee.

The firm has never had this type of situation occur. We recognize the importance of the appropriate match and fit and we always strive to work with the Board and the successful candidate to create a lasting relationship.

FINANCIAL PROPOSAL

The proposed fee for services is \$16,000.00 plus expenses. Expenses will include consultant travel, printing expenses and advertisements. Obviously, the broader the search, the more expensive the endeavor may become. Therefore, if the Board should consider employing our services for this search, we request the opportunity to meet with the Board to discuss its intent regarding the scope of the search and correlating costs.

The proposed fee and reimbursable expenses will be submitted to the Board following the completion of the search. It is our desire to make sure that trustees are completely comfortable and satisfied with the selection before our fee and expenses are paid.

The approximate cost breakdown of the categories of costs that the Aledo Independent School District would include the following:

- 1.) **Consultant fee** - \$16,000.00
- 2.) **Consultant expenses** - \$1,500 (Approximate)
- 3.) **Advertising fees** - National search - \$1,500 to \$3,000 (Approximate)
- 4.) **Candidate travel expenses** - \$1,500 to \$4,000 (Approximate)



Districts that the firm has served include the following:

2017

Tomball Independent School District

281-357-3100

Approximate Student Enrollment – 12,444

Dr. Martha Salazar-Zamora

Texas City Independent School District

409-916-0100

Approximate Student Enrollment – 9,000

Dr. Rodney Cavness

Keller Independent School District

817-744-1000

Approximate Student Enrollment – 34,000

Dr. Rick Westfall

Hays Consolidated Independent School District

512-268-2141

Approximate Student Enrollment – 20,000

Lone Finalist Named November 15, 2017

2016

Kerrville Independent School District

830-257-2200

Approximate Student Enrollment – 5,000

Superintendent: Dr. Mark Foust (Currently Serving)

Allen Independent School District

972-727-0511

Approximate Student Enrollment – 20,780

Superintendent: Dr. Scott Niven (Currently Serving)

Leander Independent School District

512-570-0000

Approximate Student Enrollment – 37,000

Superintendent: Dr. Dan Troxell (Currently Serving)

Katy Independent School District

281-396-6000

Approximate Student Enrollment – 70,300

Superintendent: Dr. Lance Hindt (Currently Serving)

Klein Independent School District

832-249-4000

Approximate Student Enrollment – 50,400

Superintendent: Bret Champion (Currently Serving)

2015

Sheldon Independent School District

214-780-3000

Approximate Student Enrollment – 7,963

Superintendent: Mr. King Davis (Currently Serving)

Pasadena Independent School District

214-780-3000

Approximate Student Enrollment – 54,382

Superintendent: Dr. DeeAnn Powell (Currently Serving)

Brazosport Independent School District

979-730-7000

Approximate Student Enrollment – 12,000

Superintendent: Mr. Danny Manning (Currently Serving)

Spring Branch Independent School District

713-464-1511

Approximate Student Enrollment – 35,108

Superintendent: Dr. Scott Muri (Currently Serving)

Highland Park Independent School District

214-780-3000

Approximate Student Enrollment - 7,091

Superintendent: Dr. Tom Trigg (Currently Serving)

2014

Allen Independent School District

972-727-0338

Approximate Student Enrollment – 20,381

Superintendent: Dr. Lance Hindt (Accepted Katy ISD Superintendency)

Spring Independent School District

281-891-6000

Approximate Student Enrollment – 36,484

Superintendent: Dr. Rodney Watson (Currently Serving)

Georgetown Independent School District

512-943-5000

Approximate Student Enrollment – 10,554

Superintendent: Dr. Fred Brent (Currently Serving)

Alvin Independent School District

281-388-1130

Approximate Student Enrollment – 19,809

Superintendent: Dr. Buck Gilcrease (Currently Serving)

Garland Independent School District

972-494-8201

Approximate Student Enrollment - 58,000

Superintendent: Dr. Bob Morrison (Retired)

Ector County Independent School District

432-456-9879

Approximate Student Enrollment – 29,649

Superintendent: Mr. Tom Crowe (Currently Serving)

Burleson Independent School District

512-321-2292

Approximate Student Enrollment - 10,500

Superintendent: Dr. Bret Jimerson (Currently Serving)

Tomball Independent School District

281-357-3100

Approximate Student Enrollment - 9,000

Superintendent: Mr. Huey Kinchen (Retired)

McKinney Independent School District

469-302-4000

Approximate Student Enrollment – 24,565

Superintendent: Dr. Rick McDaniel (Currently Serving)

Northside Independent School District

210-397-8500

Approximate Student Enrollment – 90,000

Superintendent: Dr. Brian Woods (Currently Serving)

Keller Independent School District

817-744-1000

Approximate Student Enrollment - 34,000

Superintendent: Dr. Randy Reid (Retired)

Fort Worth Independent School District

817-815-2000

Approximate Student Enrollment - 83,000

Superintendent: Mr. Walter Dansby (Retired)

Plano Independent School District

469-752-8100

Approximate Student Enrollment - 60,000

Superintendent: Mr. Richard Matkin (Retired)

Goose Creek Independent School District

281-420-4842

Approximate Student Enrollment - 22,000

Superintendent: Dr. Sal Cavazos (Resigned in August 2014)

Wichita Falls Independent School District

940-235-1000

Approximate Student Enrollment - 16,000

Superintendent: Dr. John Frossard (Accepted Beaumont ISD Superintendency)

Texas City Independent School District

409-916-0100

Approximate Student Enrollment - 5,900

Superintendent: Dr. Cynthia Lusignolo (Retired)

2011

Cypress-Fairbanks Independent School District

281-897-4000

Approximate Student Enrollment - 105,000

Superintendent: Dr. Mark Henry (Currently Serving)

Nacogdoches Independent School District

936-569-5000

Approximate Student Enrollment - 6,500

Superintendent: Dr. Fred Hays (Retired)

Lake Travis Independent School District

512-533-6000

Approximate Student Enrollment - 7,809

Superintendent: Dr. Brad Lancaster (Currently Serving)

2010

Abilene Independent School District

325-677-1444

Approximate Student Enrollment - 17,000

Superintendent: Dr. Heath Burns (Resigned February 2015)

Bastrop Independent School District

512-321-2292

Approximate Student Enrollment - 8,000

Superintendent: Mr. Steve Murray (Currently Serving)

Midland Independent School District

432-689-1000

Approximate Student Enrollment - 21,000

Superintendent: Dr. Ryder Warren (Accepted Northeast ISD Superintendency)

Grapevine-Colleyville Independent School District

817-251-5200

Approximate Student Enrollment - 13,000

Superintendent: Dr. Robin Ryan (Currently Serving)

Clovis Municipal School District

575-769-4320

Approximate Student Enrollment - 8,300

Superintendent: Mr. Terry Myers (Accepted Crockett ISD Superintendency)

Leander Independent School District

512-570-0000

Approximate Student Enrollment - 37,000

Superintendent: Dr. Bret A. Champion (Accepted Klein ISD Superintendency)

Alamo Heights Independent School District

210-824-2483

Approximate Student Enrollment - 4,500

Superintendent: Dr. Kevin Brown (Currently Serving)

Highland Park Independent School District

214-780-3000

Approximate Student Enrollment - 6,000

Superintendent: Dr. Dawson Orr (Retired)

Killeen Independent School District

254-336-0006

Approximate Student Enrollment - 36,000

Superintendent: Dr. Robert Muller (Retired)

Hays Consolidated Independent School District

512-268-2141

Approximate Student Enrollment - 14,000

Superintendent: Dr. Jeremy Lyon (Accepted Frisco ISD Superintendency)

McKinney Independent School District

469-302-4000

Approximate Student Enrollment - 24,000

Superintendent: Dr. J.D. Kennedy (Retired December 2014)

Lubbock Independent School District

806-766-1000

Approximate Student Enrollment - 30,000

Superintendent: Dr. Karen Garza (Accepted Fairfax County Public Schools Superintendency)

Wichita Falls Independent School District

940-235-1000

Approximate Student Enrollment - 14,000

Superintendent: Dr. George Kazanas (Accepted Waco Midway ISD Superintendency)

2005

Lufkin Independent School District

936-634-6696

Approximate Student Enrollment - 9,000

Superintendent: Mr. Roy Knight (Retired)

2006

Tyler Independent School District

903-262-1000

Approximate Student Enrollment - 18,000

Superintendent: Dr. Randy Reid (Accepted Keller ISD Superintendency)

2004

Cypress-Fairbanks Independent School District

281-897-4000

Approximate Student Enrollment - 100,000

Superintendent: Dr. David Anthony (Retired)

Richardson Independent School District

469-593-0000

Approximate Student Enrollment - 35,000

Superintendent: Mr. Jim Nelson (Accepted the Executive Director Position of Avid)

2003

McKinney Independent School District

469-302-4000

Approximate Student Enrollment - 24,000

Superintendent: Mr. Tom Crowe (Retired)

Hays Consolidated Independent School District

512-268-2141

Approximate Student Enrollment - 20,000

Superintendent: Mr. Kirk London (Retired)

Alvin Independent School District

281-388-1130

Approximate Student Enrollment - 12,000

Superintendent: Dr. Greg Smith (Accepted Clear Creek ISD Superintendency)

2002

Northside Independent School District

210-397-8500

Approximate Student Enrollment - 90,000

Superintendent: Dr. John Folks (Retired)

San Angelo Independent School District

235-947-3700

Approximate Student Enrollment - 17,000

Superintendent: Dr. Cole Pugh (Accepted Eagle Mt.-Saginaw ISD Superintendency)

Judson Independent School District

210-945-5100

Approximate Student Enrollment - 16,000

Superintendent: Dr. Michael Zolkoski (Accepted Ysleta ISD Superintendency)

Wichita Falls Independent School District

940-235-1000

Approximate Student Enrollment - 16,000

Superintendent: Dr. Dawson Orr (Accepted Highland Park ISD Superintendency)

Tyler Independent School District

903-262-1000

Approximate Student Enrollment - 18,000

Superintendent: Dr. David Simmons (Accepted Richardson ISD Superintendency)

Lewisville Independent School District

469-713-5200

Approximate Student Enrollment - 50,000

Superintendent: Dr. Jerry Roy (Retired)

Corpus Christi Independent School District

361-695-7405

Approximate Student Enrollment - 40,000

Superintendent: Dr. Jesus Chavez (Accepted Round Rock ISD Superintendency)

Brazosport Independent School District

979-730-7000

Approximate Student Enrollment - 14,000

Superintendent: Dr. Rudy Olkrulich (Retired)

REFERENCES

Allen Independent School District

Ms. Louise Master, Current Board President
Cell: 214-543-7314

Cypress-Fairbanks Independent School District

Mr. Don Ryan, Former Board President
Cell: 281-772-8832

Klein Independent School District

Mr. Steve Smith, Former Board President
Cell: 281-352-3004

Katy Independent School District

Mr. Charles Griffin, Former Board President
Cell: 832-259-1620

Spring Branch Independent School District

Ms. Chris Vierra, Former Board President
Cell: 281-702-8507

McKinney Independent School District

Ms. Amy Dankel, Former Board President
Cell: 214-578-3194

Leander Independent School District

Mr. Will Streit, Current Board President
Cell: 512-632-4713

CONCLUSION

The opportunity to present a proposal to the Aledo Independent School District Board of Trustees is deeply appreciated. Our role is to serve at the pleasure of the Board and to ensure that trustees do, in fact, drive the search for a new superintendent. It would be an honor to participate in the search for a recognized school executive to lead the instructional process for the boys and girls in the Aledo Independent School District.

Mr. David Thompson

Dr. Mike Moses

Dr. Curtis Culwell



CONSULTANTS

Mr. David Thompson



David Thompson represents public school Districts, junior colleges and other educational entities in the Gulf Coast area and across Texas. He is a frequent speaker on a variety of school law subjects at legal and educational meetings. He is a former member of the Board of Directors for the NSBA Council of School Attorneys, a national organization of over 3,000 attorneys who represent public school Districts.

Mr. Thompson serves as legislative counsel for the Texas Association of School Administrators, Houston Independent School District, other school Districts and education organizations, and has been actively involved in most legislative activities affecting public education in the past 20 years.

Previously, Mr. Thompson worked for the Public Education Committee of the Texas House of Representatives, as briefing attorney for the Ninth Court of Appeals, as associate executive director of the Texas Association of School Boards, and as General Counsel for the Texas Education Agency. He also

has been an adjunct professor at the University of Texas School of Law, University of Houston - Clear Lake, Texas A&M University, and the University of Houston-Main Campus.

In addition to his expertise concerning the general areas of school law listed above, Mr. Thompson has extensive experience in school finance matters, legislation, board/superintendent relations, contracts, conflicts of interest, nepotism, student residency and attendance, competitive bidding, school board policy development, and employment matters. Also, he regularly assists school boards in searches for superintendents.

On behalf of the TASB Legal Assistance Fund, Mr. Thompson represented 263 school Districts in *Edgewood ISD v. Meno (Edgewood IV)*, challenging the constitutionality of the Texas public school finance system. Mr. Thompson represented the Plaintiffs in *West Orange-Cove v. Neeley*, challenging the constitutionality of the Texas public school finance system. Mr. Thompson currently is representing 84 school districts with over 1.8 million students in *Fort Bend ISD, et, al. vs. Williams*, again challenging the constitutionality of the Texas public school finance system.

Mr. Thompson is a partner in the firm Thompson & Horton LLP, and previously practiced law with Bracewell & Giuliani, LLP, one of the oldest and most prominent law firms in Texas.

Dr. Mike Moses



Dr. Mike Moses has been an educator for over thirty years. Currently he serves as the senior educational advisor for Raise Your Hand Texas and the Center for Reform of School Systems.

Dr. Mike Moses served as the general superintendent of the Dallas Independent School District from 2001 until 2004. From 1999 through 2001, he served as the deputy chancellor for Systems Operations at the Texas Tech University System. Dr. Moses was the Commissioner of Education for the state of Texas from 1995 through 1999. Prior to that service, he was the superintendent of schools in three Texas school Districts including Lubbock, La Marque, and Tatum. He also served as a teacher and principal in the Duncanville and Garland Independent School Districts. Dr. Moses holds a bachelor's and master's degree from Stephen F. Austin State University and a doctor of education degree from Texas

A&M University at Commerce.

Additionally, Dr. Moses serves in a variety of other roles. He has served as a member of the board of directors for the Trammell Crow Company, one of the largest real estate and property management companies in the world. He currently sits on the board of two publicly traded companies, Southwest Securities Services Group and Scientific learning. Dr. Moses also serves as special advisor and consultant to corporations and entities interfacing with elementary, secondary, and higher education. His unusual blend of business and education experience gives him a unique perspective regarding matters of public policy.

Among awards that Dr. Moses has received are the Texas Business and Education Coalition's "Distinguished Service Award" and the "Golden Deeds in Education Award" from Texas A & M University. The Texas School Public Relations Association awarded Dr. Moses the 1999 "Key Communicator for Public Education Award." Both the national and Texas PTA organizations have presented him with lifetime memberships. Dr. Moses has been named distinguished alumnus in two of the state's universities. He was also selected "Superintendent of the Year" in two Texas education service center regions and was one of the four national finalists for "Superintendent of the Year" in 2003.

His wife, Debi, is a former public school teacher and the couple has two sons.

**Thompson
& Horton** LLP

ATTORNEYS | COUNSELORS