

Kansas C.U.S.D. #3



Application for Superintendent of Schools

The successful candidate will:

- Be a visionary leader with high expectations and successful administrative experience who exhibits fairness, honesty, and integrity.
- Possess strong working knowledge of community relations, program evaluation, finance, school law, collective bargaining, personnel recruitment, selection, and retention.
- Understand the total needs of all socio-economic and cultural backgrounds pertaining to students, parents, educators, and support staff.
- Value relationships as the foundation of the district—both internal and external—and successfully communicate and engage with all stakeholders.

The following items must be received by September 10, 2026:

1. Letter of Interest
2. Current Resume
3. Completed Application
4. College or University Transcript
5. Three Current Letters of Recommendation

Completed applications should be submitted electronically to kthompson@roe11.org.

Applicants must be eligible to serve as a superintendent in the State of Illinois by July 1, 2027.

Applicants are requested to make all inquiries regarding this position to kthompson@roe11.org. Applicants are requested to NOT contact Kansas School Board members or Kansas C.U.S.D. #3 staff members. All applications will be held in strict confidence with the final selection and appointment being determined by the Kansas School Board.

The Kansas School District is an Equal Opportunity Employer.

Kansas C.U.S.D. #3



Name _____
Last First Middle Maiden

Home Address _____
Street City State Zip

E-mail Address _____

Phone _____
Daytime Cell

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 Support Staff _____ Number of High Schools _____

Do you hold a valid Illinois Superintendent's endorsement? ____ Yes ____ No IEIN # _____

Are you currently under contract? ____ Yes ____ No

If yes, which district? _____

If yes, when does it expire? _____

When may your present employer be contacted? _____

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Professional Experience and/or Employment Record

Current and/or Most Recent Position

Employer Contact Information

Supervisor/Reference Contact Information

Dates Employed

Reason for Leaving

Responsibilities/Accomplishments

Previous Position Held

Employer Contact Information

Supervisor/Reference Contact Information

Dates Employed

Reason for Leaving

Responsibilities/Accomplishments

Previous Position Held

Employer Contact Information

Supervisor/Reference Contact Information

Dates Employed

Reason for Leaving

Responsibilities/Accomplishments

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Educational Experience

High School Attended

Colleges, Universities, and Technical Schools Attended

Name & Location	Dates Attended	Major/Area of Study	Degree
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Undergraduate GPA: _____ Highest Degree Attained: _____

Graduate GPA: _____ Graduate Program of Study: _____

Honors/Awards/Distinctions: _____

Professional References

Reference #1 Name	School/Organization	Current Position
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Contact Number	E-Mail Address	Years Known
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Reference #2 Name	School/Organization	Current Position
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Contact Number	E-Mail Address	Years Known
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Reference #3 Name	School/Organization	Current Position
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Contact Number	E-Mail Address	Years Known
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Application for Superintendent Questions

1. Please describe how your strengths match the needs of our school district, including your major strengths and talents as an educational leader, as well as the areas in which you feel least qualified.
2. 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?

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Application for Superintendent Questions

3. How would you assure a culture of continuous improvement and consideration of new ideas with administration, staff, community, and the School Board?
4. How does a school system ensure adequate revenue while managing expenses during today's economic environment? Based on your previous experience, please describe your experience with school budgeting and financial management.

Legal Information

Please note: Applicants are not obligated to disclose sealed or expunged records of conviction or arrest.

Are you capable of performing all of the essential functions for this job, with or without reasonable accommodations? ☐ Yes ☐ No

For the purpose of compliance with the immigration Reform and Control Act, are you legally eligible for employment in the United States? ☐ Yes ☐ No

*Note: Under the Immigration Reform and Control Act of 1986, you will be required to fill out a certification verifying that you are eligible to be employed and verifying your identity. Further, you will be required to provide documentation to that effect should you be employed.

Have you ever been convicted of violation(s) of the law, including moving traffic violations, but excluding offenses committed before your 18th birthday that were finally adjudicated in a juvenile court or under a youth offender law?

☐ Yes ☐ No

If yes, list all and explain:

Have you ever been 'indicated' by the Department of Children and Family Services as a person who engaged in child abuse or neglect under the Illinois Abused and Neglected Child Reporting Act, or by any state agency of another state under a similar law? ☐ Yes ☐ No

Additional Information

Have you ever failed to be rehired, been asked to resign a position, resigned to avoid termination, or terminated from employment? ☐ Yes ☐ No

Are you a relative of any board member, administrator, or supervisor who is currently serving the Oakland School District? ☐ Yes ☐ No

Authorization and Release

Section 10-21.19 of The School Code of the State of Illinois stipulates that an applicant for employment with a school district is required, as a condition of employment, to authorize a fingerprint investigation to ascertain if the applicant has been convicted of certain criminal offenses. The School Code also stipulates that the School District perform a check on the Statewide Sex Offender Database. Should I be a candidate for employment with the Kansas Community Unit School District #3, I agree to authorize both investigations and will allow myself to be fingerprinted as a part of this investigation. Candidate may not be employed unless such investigation has been initiated.

I declare the foregoing, to the best of my knowledge, to be an accurate and complete statement of facts. I understand that the failure to provide requested information or any false statement herein will serve as cause for rejection of the application or, if discovered later, for discharge. I authorize past schools, employers, and persons whom I have listed herein as personal references to disclose information about me, including the names of other persons from whom information may be obtained related to my academic and work experience, and my suitability for the position for which I am applying. Furthermore, I understand that my employment is subject to satisfactory replies from references, and I hereby relieve Kansas Community Unit School District #3 and all references from any and all liability concerning the release of confidential information. Furthermore, I acknowledge that employment is contingent upon and subject to a post-offer physical, a background check, and a Fingerprint-Based Criminal History Records Investigation. If accepted for employment, I hereby agree to obey all rules and regulations.

Applicant's Signature

Date