



# Eastern Pulaski Community School Corporation

## Application for Superintendent of Schools

### Application Information

**Full Name:**

**Email:**

**Phone:**

**Address:** Street/Apt #  
City  
State

Zip

**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?

May we contact your current employer?

#### **Non-Discrimination Statement**

The School District does not discriminate on the basis of race, color, national origin, age, sex or disability, in admission or access to, or treatment or employment in its programs and activities. Any person having inquiries concerning the School's compliance with the regulations implementing Title VI of the Civil Rights Act of 1964 (Title VI), Section 504 of the Rehabilitation Act of 1973 (Section 504), or Title II of the Americans with Disabilities Act of 1990 (ADA), may contact the Superintendent or Human Resources.



## Professional Leadership

*Please list three (3) professional organizations in which you have been most active  
(List offices held, awards, etc.)*

**Professional Organization**  
Responsibilities

**Offices Held**

**Professional Organization**  
Responsibilities

**Offices Held**

**Professional Organization**  
Responsibilities

**Offices Held**

## 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. What draws you to the role of superintendent of Eastern Pulaski Community School Corporation? What unique strengths, skills, and experiences make you the right fit for our district? How would your leadership contribute to the success and growth of our schools and community?

2. Eastern Pulaski values a superintendent who is highly visible, approachable, and actively engaged in the life of the schools and community. Describe specific actions you take to be present and accessible at school and community events. How do you intentionally build relationships and ensure your presence is welcoming and approachable to students, staff, families, and community members? Provide specific examples.

3. Describe your experience managing district finances, resources, or operational systems while also supporting innovative student opportunities such as career and technical education, workforce partnerships, or alternative pathways. How have you balanced fiscal responsibility with expanding opportunities for students?

4. Effective superintendents anticipate needs and take action before being asked. Describe how you stay ahead of the ongoing operational, instructional, and organizational needs of a district. Provide specific examples of how you anticipated and addressed routine matters before they required direction or intervention.

5. Describe how you approach leadership in a district where systems and programs are functioning effectively. How do you assess needs, engage stakeholders, and ensure improvements are purposeful and aligned with the district’s values and priorities?

## Additional Application Information

*Please answer the following questions*

**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?
2. Have you ever been reprimanded, disciplined, discharged, or asked to resign from a position?
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?
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?
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?
6. Are you eligible to work in the United States of America?

## Professional Qualifications and Selection Criteria

- Building-level administrative experience in public education (required); central office or superintendent experience preferred, especially in small or rural districts.
- Proven ability to build trusting relationships with students, staff, families, board members, and community stakeholders.
- Visible and engaged servant leadership style, committed to being present in schools, events, and the broader community.
- Demonstrated financial leadership, including experience with budgeting, school finance, grants, and strategic resource management.
- Strong communication skills, including active listening, clear messaging, and transparency with internal and external audiences.
- Commitment to student-centered decision-making and continuous academic improvement, with an understanding of instructional leadership.
- Experience or strong potential in building strategic partnerships with higher education, local businesses, government entities, and other school districts.

## Notice, Authorization, and Release

If you are tentatively offered the Superintendent position, Eastern Pulaski Community 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 Background Check and submit the signed document by a date directed by Eastern Pulaski Community School Corporation.

I understand that my application will be on file with the Eastern Pulaski Community School Corporation for at least three (3) years and that materials accompanying this application become the property of Eastern Pulaski Community 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 Eastern Pulaski Community 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 Eastern Pulaski Community 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 it were the original.

Signature \_\_\_\_\_ Date \_\_\_\_\_

## 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)

***Application Submission Instructions and Contact Information***

- ✓ Applicants must complete all application materials in full, including all required signatures. Only complete application packets will be considered.
- ✓ All required application documents must be combined and submitted as a single PDF file.
- ✓ All applications should be emailed to: Dr. Alice Johnson, [alicejohnson@purdue.edu](mailto:alicejohnson@purdue.edu) No paper applications will be accepted. Applications must be received before the **March 31, 2026 deadline.**
- ✓ Questions regarding the position or application process may be directed to:

***Dr. Alice Johnson***

***Purdue University – University Search Team***

***Email: [alicejohnson@purdue.edu](mailto:alicejohnson@purdue.edu)***

***765-744-8353***