



Our mission is to prepare students for enrollment, enlistment, or employment through the use of a rigorous and relevant curriculum with a strong focus on building positive relationships.

Application for Superintendent of Schools

Professional Qualifications and Selection Criteria

- Values relationships as a foundation of the district, both internal and external.
- Central office leadership preferred, building-level leadership required.
- A minimum of three years of successful public school teaching preferred.
- Effective skills in communication, multi-tasking, collaboration, and marketing.
- Willingness and ability to bring creative problem-solving into collaborative situations.
- Strong working knowledge of community relations and willingness to be a visible community leader.
- Strong working knowledge and experience with public school finance.
- Possess the highest personal standards, good morals, ethics, honesty, commitment, and integrity.

Submittal Information and Requirements

All applicants are expected to provide the following:

Letter of Intent

Resume

Completed and Signed Application

Copy of Valid Indiana Superintendent license or evidence of qualification

College/University credentials and transcripts

Three (3) current (less than two years) letters of reference

(One letter must be connected to current employer)

Directions for submitting applications and credentials:

Inquiries related to this application should be directed to Dr. Bob Hacker, current WRV superintendent and soon-to-be Director of Education Studies at Oakland City University and their Administrative Search Service. Contact Dr. Hacker at bhacker@wrv.k12.in.us or 812-659-1424.

Please complete all application documents, including the required signatures. Only COMPLETE applications and required documents will be considered.

All materials should be emailed to: Dr. Bob Hacker at bhacker@wrv.k12.in.us

Applications must be received prior to 5PM on Tuesday, October 17, 2023.

Applicants are asked not to contact board members during this process.

About Us



Operating as a consolidation of Switz City Central, L&M, and Worthington-Jefferson High Schools since 1991, White River Valley School District is located in the heart of Greene County and includes 220 square miles. The district is 81% farmland, 17% residential, and 2% business.

Financial Statistics:

2024 Budget:

Assessed Valuation: \$383,000,000.

Advertised Tax Rate: \$1.6373

Current Fund Balances:

Education Fund: \$3,203,985

Operations Fund: \$1,569,221

Referendum Fund: 2,009,354

(Ended in 2021)

Debt Service Fund: \$314,337

Rainy Day Fund: \$2,962,784

2023 Budget:

Assessed Valuation: \$338,000,000

Actual Tax Rate: \$0.94

June 30, 2023 Fund Balances:

Education Fund: \$2,973,026

Operations Fund: \$2,297,907

Referendum Fund: \$2,009,354

Debt Service Fund: \$314,337

Rainy Day Fund: 3,057,661

Schools:

WRV High School

Switz City, IN

Enrollment: 217

WRV Middle School

Lyons, IN

Enrollment: 150

WRV Elementary School

Worthington, IN

Enrollment: 388

Cooperative Memberships:

Greene-Sullivan Special Ed. Cooperative

Twin Rivers Vocational Cooperative

Southwest Indiana Educational Cooperative



WHITE RIVER VALLEY SCHOOL DISTRICT

APPLICATION INFORMATION

Name

First Name

Last Name

Address

Street Name

Date of Birth

City

State

Zip

Phone

Phone

Email

Present Position/School Corporation

Years in this Position

Years in this 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	<input type="text"/>	Travel Allowance	<input type="text"/>
Long-Term Disability	Yes <input type="checkbox"/> No <input type="checkbox"/>	Dental Insurance	Yes <input type="checkbox"/> No <input type="checkbox"/>
Vision Insurance	Yes <input type="checkbox"/> No <input type="checkbox"/>	Health Insurance	Yes <input type="checkbox"/> No <input type="checkbox"/>

PROFESSIONAL EXPERIENCE AND EMPLOYMENT RECORD

(Please list the most recent first)

Position	Organization	Dates of Employment
<input type="text"/>		
<input type="text"/>		
<input type="text"/>		

GRADUATE AND UNDERGRADUATE INFORMATION

(Please list the most recent first)

Institution	Dates Attended	Major/Minor	Degree/Date
<input type="text"/>			
<input type="text"/>			
<input type="text"/>			

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
<input type="text"/>		
<input type="text"/>		
<input type="text"/>		

ADDITIONAL APPLICATION INFORMATION

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

☐

NOTICE, AUTHORIZATION, AND RELEASE

If you are tentatively offered the Superintendent position, the White River Valley School District 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 Board of School Trustees of the White River Valley School District.

The White River Valley School District 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 District's employment opportunities, programs, and activities, affecting the District's environment.

I understand that my application will be on file with White River Valley School Corporation for at least (3) years and that materials accompanying this application become the property of White River Valley 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 White River Valley 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 White River Valley 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 were the original.

Signature:

Date:

APPLICATION 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. Describe your vision for building an effective relationship between the Superintendent and the Board of School Trustees, including governance, management, and communication?
2. Briefly describe your view of a central office for a district with our enrollment and budget.
3. What is the difference between being a leader and being a manager? How would previous peers and employers describe your style? What are the core values that you hold most dear when it comes to collaboration and working with others?
4. Describe your experience in budget and finance. How will you work to oversee the budget and provide sound finances for the future? How does a school system ensure revenue versus expenses during these economic times?
5. As a small, rural district, you have special opportunities to interact with a variety of groups...students, teachers, staff, parents, and community. What is your vision for interaction and the maintaining of attention to detail under your administration?