

**Jerry Gibson Ed.D.**  
**1002 Palm Cove Ct**  
**Galveston, Texas 77554**  
**(254) 652-2939**

Kelly Lichter - Chair  
Collier County Public Schools  
5775 Osceola Trail  
Naples, FL 34109

Dear Ms. Lichter, & Members of the School Board

Please accept this letter for consideration as you search for the next leader of Collier County Public Schools. My professional history has been one of working in challenging and increasingly responsible positions. Past and current accomplishments as a principal, executive director and currently as superintendent allow me to confidently submit my name for consideration.

Twelve years of central office administration experience and ten years as a superintendent has offered me countless experiences. These experiences and accomplishments have helped prepare me for the demands of a school district with a larger student enrollment. Among those experiences and accomplishments are:

Accomplishments from school improvement

- Moving an Academically Unacceptable campus to Exemplary in three years as a high school principal.
- Supervising five campuses that went from Academically Unacceptable to Academically Acceptable (WISD 2011-13)
- Improved STAAR by 40 over-all points (COCISD 2013-16).
- Improved STAAR scores by 114 over-all points (MISD 2016-19)

- Implemented a new Pre-K curriculum to enable students to be reading prior to entering kindergarten.

#### Community collaboration achievements

- Assisted in Establishing the Greater Waco Advanced Manufacturing Academy.
- Established a partnership with Tenaris Inc. to enable students to be workforce ready.
- Established a partnership with Mission Marshall to award a new bicycle to third grade students who were reading on grade level.
- Established a partnership with Texas State Technical College to create MavTech which allows dual credit through CTE classes.
- Established a partnership with East Texas Baptist University to assist graduate students who are employed by MISD through financial assistance for tuition.
- Established a partnership with the University of Texas Medical School to provide district Biomedical Students with a hands-on learning experience.
- Expanded partnership with Galveston College to create more dual credit classes in Career Technology.

#### Administrative experiences

- Assisted in new zoning for attendance boundaries. (WISD, MISD)
- Assisted in writing administrative guidelines. (WISD)
- Wrote administrative guidelines. (MISD)
- Led Strategic design. (COCISD, MISD, GISD)

#### Facilities achievements

- Oversaw the opening of the new University High School campus. (WISD)
- Oversaw the construction of four new campuses. (MISD)
- Oversaw the construction of a 26.7 million dollar renovation on two campuses. (MISD)

What is best for students is the imperative question that must be asked and answered when leading a district. I desire that the district that I lead be very prescriptive, proactive, and strategic

in what we are doing. As a team, what is best for students, should define the working relationship of a superintendent and the school board, and be placed at the forefront of every decision that is made. Communication is the key to any relationship; therefore, I strive to have an open line of communication with the board of trustees. Communication with school board members is carried out through emails and phone calls when necessary. It is my goal that the school board hears the facts of the school district from me. Enabling board members to state the facts when they are approached in the community by stakeholders and parents is a consistent goal.

My attached resume will speak to accomplishments as an administrator at the campus level as well as central administration. My objective is to work tirelessly in your district to more than meet existing and future needs. I would consider it an honor to be given the opportunity to speak with you about this position.

Sincerely,

Jerry Gibson Ed.D.





- Night to Shine – A partnership with the Tim Tebow Foundation to host a prom for special needs students and adults.

**Superintendent of Schools**

**Marshall ISD**

**2016 – 2021**

### **ACADEMICS & INSTRUCTION**

- Developed and Implemented a five item instructional approach from researched best instructional practices
- Introduced a new curriculum for Pre – K enabling students to be more prepared for elementary school.
- In 2017, earned a 20 point overall gain in district wide STAAR Test
- In 2017, earned a 38 point gain in bilingual STAAR Test
- In 2018, earned a 78 point overall gain in district STAAR Test
- In 2019, earned a 30 point overall gain in district STAAR Test
- Established partnership with Texas State Technical College to allow CTE students dual credit classes.
- Created Mav-up meetings to discuss academic growth and academic needs with campuses following Common Based Assessments and Benchmark testing.
- Led Strategic Design for Marshall ISD.
- Began On-Ramps through the University of Texas to provide Dual-Credit opportunities for low socio-economic students at no cost to students.

### **FISCAL MANAGEMENT & BOND OVERSIGHT**

- Conducted research-based assessment to reduce Marshall ISD's overall budget by \$2 million to stop historical trend of adopting a deficit budget.
- Work with department directors to create deferred plan for transportation and maintenance to assist in annual budgeting.
- Opened four new campuses as a result of a \$110 million bond.
- Oversaw major renovation of elementary school.
- Oversaw major renovation of high school.
- Established a plan to spend contingency from bond funds to upgrade security across the district.
- Superior First Rating – Financial Integrity Rating System in Texas (2016, 2017, 2018, 2019)

### **OPERATIONS**

#### **Child Nutrition**

- Provide guidance and support to the Director of Child Nutrition.
- Generate weekly updates to trustees sharing meal service data.

#### **Human Resources**

- Evaluate and recommend relevant, valuable policies to ensure effectiveness and provide positive customer service.
- Created and implemented Administrative Guidelines
- Monitor openings and potential postings to assist in budgeting and position control.
- Conduct regular needs assessment to identify opportunities to more effectively serve students.

### **Safety & Security**

- Implemented Active Shooter Reaction Plan for MISD Campuses – Working with MISD Police Department & City of Marshall Police Department.
- Through bond funds, increased safety through secure entrances on all campuses.
- Regularly inspect campuses to ensure a safe and secure environment.

### **STUDENT SERVICES**

- Created multiple Learning Differences Parent Networks for parents with special needs students.
- Provide guidance and support in Student Services offering insight on district investigations.
- In collaboration with the School Board, rezoned district boundary lines to accommodate growth.
- Established a more consistent discipline matrix to ensure fair and consistent treatment of every student.
- Work with campus principals to implement strategies to improve attendance.

### **PARTNERSHIPS & COMMUNITY RELATIONS**

- Provide monthly on-air interview with local radio station updating the community on the status of the school district.
- Established a partnership with Mission Marshall for each third grade student who is reading on grade level or met reading goals by the close of the school year to receive a bicycle.
- Established partnership with East Texas Baptist University for students to work with elementary campuses in tutoring, student activities and campus/community activities.
- Established partnership with TSTC to allow CTE students dual credit classes.

- Established partnership with TSTC to provide MISD with Diesel Mechanic students, increasing employee team and reducing salaries.
- Established partnership with Wiley College for 18+ program to work with special needs students.
- Annual speaker at Rotary, Lions Club, Optimist Club and Citizens Advisory Committee to share district updates.
- Rooms to Grow – Volunteers going into the home of a student and renovating the students' bedroom.
  
- The Starfish Society – High School Students tutoring elementary students during Saturday School Tutorials.
- Faye Whitlow, Math My Way – Community members tutoring at MJH to prepare students for STAAR test.
- Night to Shine – A partnership with the Tim Tebow Foundation to host a prom for special needs students and adults.
- Pack the Bus – Involvement of Churches and Civic Organization to collect school supplies to provide all needed school supplies to elementary students.

#### **BOARD RELATIONS**

- Created School Board Operating Procedures.
- Established protocol of communication process to allow the superintendent the opportunity to address rumors about the school district and communicate with trustees.
- Provide regular updates through emails or phone calls.
- Meet monthly with School Board President to discuss agenda to ensure effective, efficient School Board meetings.

#### **Superintendent of Schools Coldspring-Oakhurst Consolidated ISD, TX 2013 - 2016**

- Wrote and implemented a Strategic Plan to enhance student achievement.
- Began a partnership with Tenaris Incorporated to teach pre-requisites and hire five to seven students to work as interns their senior year and lead to a potential job upon graduation.
- Created a new curriculum for Pre-K to enable students to be more prepared for elementary school. The results of the implementation of the new curriculum have been measured with great success.
- Created data rooms on each campus to ensure data driven instruction.
- To have a greater knowledge of the needs of COCISD, the following was implemented Communication Council (teachers), Student Shadowing (Shadow a student for a day, to better understand what they are seeing), Breakfast with the Superintendent (Have





2003 – 2006 DAEP Director/Coach – Hempstead ISD  
2001 – 2003 Taught World Geography & PE – Edison Middle School – Port Arthur  
1999 – 2000 Taught All-Level Physical Education – High Island ISD – High Island  
1989 – 1991 Taught Bible, Earth Science & Health – Broadway Baptist School - Houston

## **HONORS & APPOINTMENTS**

- **ESC 7 Superintendent of the Year - 2020**
- **Finalist – Varsity Brands National Superintendent of the Year – 2020**  
(Awards Ceremony Cancelled due to Covid - 19)
- **Member Engagement Committee – TASA (2020 – 2022)**
- **Board of Directors – Boys and Girls Club of the Piney Woods**
- **Executive Committee – ESC 6 (2015-2016)**
- **Board of Directors — Coldspring Chamber of Commerce (2014 – 2016)**
- **Board of Directors — East Houston Fellowship of Christian Athletes (2014 – 2016)**

## **SCHOLARLY CONTRIBUTIONS**

**“Eating an Elephant: Steps Toward a Balanced Budget”, School Business Affairs, March 2019, Volume 85, Number 3**

**“Reading’ & Ridin’,” Texas Lone Star, April 2019, Volume 37, Number 3**

**“Laying The Right Foundation: How One School District Turned Its Pre-K Campus into an Early Childhood Center” Texas Lone Star, August 2020, Volume 38, Number 7**

## **SPEECHES & PRESENTATIONS**

**Texas State Technical College 2016 – Commencement Keynote Speaker**  
**Texas State Technical College 2017 – Commencement Keynote Speaker**  
**TASA/TASB Conference 2019 – Changing the Trend of Adopting a Deficit Budget**  
**National Superintendents Forum – 2020 – The Non-Negotiables of School Improvement**  
**National Association of Bilingual Educators – 2021 – Laying the Right Foundation**  
**National Association of Bilingual Educators – 2022 – Laying the Right Foundation**

## **PROFESSIONAL ORGANIZATIONS & AFFILIATIONS**

- Texas Association of School Administrators
- AASA — American Association School Administrators
- Texas High School Coaches Association

## REFERENCES

**Dr. Bonny Cain**  
**Retired Superintendent**  
111 Morningside Dr.  
Longview, TX 75605  
(254) 744-7154  
[bonnycain@sbcglobal.net](mailto:bonnycain@sbcglobal.net)

**Jeff Collum**  
**Superintendent – Conway ISD**  
2220 Prince St  
Conway, AR 72304  
(903) 923-5667  
[collumj@conwayschools.net](mailto:collumj@conwayschools.net)

**Dr. Byron Terrier**  
**ESC 5 Deputy Executive Director**  
350 Pine Street  
Beaumont, TX 77701  
(409) 738-5200  
[bterrier@esc5.net](mailto:bterrier@esc5.net)

**Barbara Moore**  
**Board President**  
Coldspring-Oakhurst CISD  
40 Kings Point Dr.  
Coldspring, TX 77331  
(713) 703-0822  
[moorebarj@eastex.net](mailto:moorebarj@eastex.net)

**Brad Burris**  
**Board President. – Marshall ISD**  
215 E Travis  
Marshall, TX 75670  
(903) 926-1672  
[brad@c21aselectgroup.com](mailto:brad@c21aselectgroup.com)

**Helen Warwick**  
**Board Member – Marshall ISD**  
5 Pine Burr Circle  
Marshall, TX 75672  
(903) 930-5882  
[hehwarwick@gmail.com](mailto:hehwarwick@gmail.com)

**Roy Knight**  
**Retired Superintendent – Lufkin ISD**  
2006 Champion Dr.  
Lufkin, TX 75901  
(903) 635-9949  
[roydknight73@yahoo.com](mailto:roydknight73@yahoo.com)

**Dr. Mike Moses**  
**Former Commissioner of Education**  
Texas Education Association  
12211 Creek Forest Dr  
Dallas, TX 75230  
(214) 957-6500  
[mmsec51@gmail.com](mailto:mmsec51@gmail.com)



## What References Say:

**Candidate:** Jerry Gibson

**Position/district:** Collier

**Date:** March 30, 2023

**Background:** Dr. Gibson has been the superintendent in Galveston, TX since 2021. Prior to moving to Galveston, Dr. Gibson served for 5 years as the superintendent of the Marshall ISD, and 3 years in Coldspring-Oakhurst. He was the executive director for secondary education in Waco ISD prior to becoming a superintendent in 2013.

Some recent notable achievements include working to pass a \$315 million referendum for capital improvements, increasing state test scores significantly in 2022, and consolidated middle schools to better serve student needs. He was named Superintendent of the Year in 2020 for ESC 7 and was a finalist for the Varsity Brands National Superintendent of the Year in 2020. He is the author of several scholarly articles and often presents in large forums such as at the annual conference for the National Association of Bilingual Educators (2021 & 2022).

### References:

References for Dr. Gibson included a former Board President, an administrator who reported to him in two districts, and a community activist/parent of a student from Marshall ISD.

1. How would you describe the candidate's leadership style and ability to work with diverse stakeholder groups that have different priorities?
  - Right now, he's building a new high school and stakeholders don't always agree on how to move forward. He's been working hard to bring all groups together. It's been difficult, but everyone respects him and he makes sure that everyone treats one another with respect.
  - When dealing with the administrators, he's a great listener and will try to build consensus. He opens the floor to listen to others, but understands that he makes the ultimate decision.
  - He is a true professional who assesses the entire situation and listens to everyone before offering his own opinion.
  - He is known for expanding women's athletics. He takes Title 9 seriously and made sure that all female athletes had the opportunities they deserved.
2. When I google the candidate what am I going to find that people are saying about the candidate?
  - He fired a football coach because of off-the-field issues. This was a controversial issue.
  - When he first went to Galveston, he ruffled some feathers when teachers tried to stay at home as we emerged from COVID.
  - I know of no issues on Google.
  - Unfounded or verified harassment complaint, 2021
3. What do you consider the candidate's greatest strengths?

- He is a true and total advocate for kids. He always asks, "Is this a decision that is child-centered or adult-centered?" He's truly student centered.
  - Sometimes people get stuck in the past; that's not Dr. Gibson. He's always willing to try new things.
  - He's personable and approachable.
  - He uses data and makes recommendations based on the data. Example: A declining student population resulted in the recommendation to reduce staff. This was a difficult decision, but he wasn't afraid to make it.
  - He's a people person; he will be visible and personable
  - He's not afraid to make a tough decision and stand by it.
  - He is a great steward of money.
  - He turned around our school district.
4. What do you consider the candidate's greatest challenges or areas for improvement?
- Internal: He's trusting. Sometimes administrators don't do what they are expected to do. He's learned to hold people accountable along the way.
  - He will need to learn about Florida laws and regulations.
5. How will the candidate react in a crisis?
- Three students were in an accident and he was the first on the scene. He made sure that the emergency services were called, he consoled the parents who lost their child, and he worked with clergy. He was steady. He stayed with the families and made sure that the Board members were aware of the situation. He was very level headed.
  - He had to make a change in leadership at a campus at a difficult time. He was able to calm fears. He met with the faculty and answered all of their questions. Many disagreed with his decision, but they felt heard.
6. Would you describe the candidate as an educational leader or manager or both?
- Both: He leads the district in the best direction for the students.
7. Is there anything else you would like to share about the candidate or who else might be able to provide an assessment on the candidate's leadership skills?
- He's extremely approachable. Everyone feels comfortable talking to him and expressing their feelings.
  - He expects his cabinet to be on campuses. He does not allow dictating from the top; he wants us to be in the schools.
  - He attends as many events around the district as possible.
  - He will assess the situation and then work with his team to work toward continuous improvement.
  - "I've seen him lead improvement efforts that moved a district." Several schools went from F schools to A/B schools within 3 years. The first year he got all of the schools off of the failing list.
  - "I know he loves Florida and will make an excellent superintendent there."

# Hazard, Young, Attea & Associates Online Application

Gibson, Jerry - AppNo: 396

Date Submitted: 1/24/2023

## Personal Data

**Name:** Dr Jerry E Gibson  
(Title) (First) (Middle Initial) (Last)  
Other name(s) under which transcripts, certificates, and former applications may be listed:  
**Other:** Jerry E Gibson  
(Title) (First) (Middle Initial) (Last)  
**Email Address:** jerrygibson1164@gmail.com

## Postal Address

### Permanent Address

Number & Street: 1002 PALM COVE CT,  
Galveston, Texas  
Apt. Number:  
City: GALVESTON  
State/Province: TX  
Zip/Postal Code: 77554  
Country: United States of America  
Daytime Phone: (254) 6522939  
Home/Cell Phone: ()

### Present Address

Number & Street:  
Apt. Number:  
City:  
State/Province: TX  
Zip/Postal Code:  
Country: United States of America  
Phone Number:

## Employment Desired

Open Vacancy Desired:

JobID: 1206

**School District/Cooperative:** Collier County Public Schools -  
Superintendent at Collier County Public Schools

**Date Last  
Submitted**  
1/24/2023

**Experience in  
Similar Positions**  
years

## Social Media

Please list an relevant social media links below:

Facebook:

Twitter:

# Hazard, Young, Attea & Associates Online Application

Gibson, Jerry - AppNo: 396

Date Submitted: 1/24/2023

## Social Media continued

LinkedIn:

Personal Website:

Other:

## Experience

Please list ALL relevant work experience beginning with the most recent.

Current or Most Recent Position		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Superintendent of Schools - Galveston ISD \$115,000,000.00 Organization		3904 Ave T Galveston, TX 77550 14097665121		Tony Brown 409 7390044 jerrygibson1164@gmail.com School Board President	
<b>Date From - Date To:</b>	02/2021 - 11/2022 (Total Yrs: 2)	<b>Employment Status:</b>	Full-Time		
<b>Reason for Leaving:</b>	Current				
<b>May we contact this employer?</b>	Yes				
<b>Significant Accomplishments at this Position (no more than 5; be concise)</b>	<ul style="list-style-type: none"> <li>* Passed a 314.7 Million Dollar Bond for a new High School, Stadium and Middle School renovations.</li> <li>* In 2022, earned over 400 point overall gain in district wide STAAR Test</li> <li>* Consolidated three Middle Schools into one 7/8 grade campus, one 6th grade campus and one 5th grade campus. To ensure equity for all students to receive the same advanced academic education. To strengthen, Fine Arts, Athletics and Robotics.</li> <li>* Expanded Dual Credit partnership with Galveston College</li> <li>* Expanded partnership with University of Texas Medical Branch to further enhance Bio-Med learning community at Ball High School.</li> </ul>				

Previous Position Held		Employer Contact Information		Primary Supervisor/Reference Contact Information	
Superintendent - Marshall ISD \$44,000,000 Organization		5500 Marshall, TX 75671 9039261672		Brad Burris 9039261672 brad@c21aselectgroup.com School Board President	
<b>Date From - Date To:</b>	07/2016 - 01/2021 (Total Yrs: 4.7)	<b>Employment Status:</b>	Full-Time		
<b>Reason for Leaving:</b>	A different challenge				
<b>May we contact this employer?</b>	Yes				
<b>Significant Accomplishments</b>	Inherited a district with a D- rating and improved it to a B * Oversaw the construction of four new campuses. (MISD)				



# Hazard, Young, Attea & Associates Online Application

Gibson, Jerry - AppNo: 396

Date Submitted: 1/24/2023

## Experience Continued

<b>Significant Accomplishments at this Position (no more than 5; be concise) continued...</b>	<ul style="list-style-type: none"> <li>* Oversaw the construction of a 26.7 million dollar renovation on two campus. (MISD)</li> <li>* Established a partnership with Texas State Technical College to create MavTech, which allows dual credit through CTE classes.</li> <li>* Established a partnership with Mission Marshall to award a new bicycle to third grade students who were reading on grade level.</li> </ul>		
<b>Previous Position Held</b>	<b>Employer Contact Information</b>		<b>Primary Supervisor/Reference Contact Information</b>
Coldspring-Oakhurst CISD \$12,000,000 Organization	1500 Coldspring 77331 7137030822		Barbara Moore 713 7030822 moorebarj@eastex.net
<b>Date From - Date To:</b>	07/2013 - 06/2016 (Total Yrs: 3)	<b>Employment Status:</b>	Full-Time
<b>Reason for Leaving:</b>	New Challenge		
<b>May we contact this employer?</b>	Yes		
<b>Significant Accomplishments at this Position (no more than 5; be concise)</b>	<ul style="list-style-type: none"> <li>* 40 point gain in district wide STAAR Test (2014 - 2016)</li> <li>* Wrote and implemented a Strategic Plan to enhance student achievement.</li> <li>* Began a partnership with Tenaris Incorporated to teach pre-requisites and hire five to seven students to work as interns their senior year and lead to a potential job upon graduation.</li> <li>* Created a new curriculum for Pre-K to enable students to be more prepared for elementary school. The results of the implementation of the new curriculum have been measured with great success.</li> <li>* Created data rooms on each campus to ensure data driven instruction.</li> <li>* To have a greater knowledge of the needs of COCISD, the following was implemented Communication Council (teachers), Student Shadowing (Shadow a student for a day, to better understand what they are seeing), Breakfast with the Superintendent.</li> </ul>		

## Language Skills

Do you know any language other than English?

## Languages (cont.)

Please list any additional Languages below

**Language 2:**

Can you communicate using any other world languages?

If yes, please indicate which language(s)

Please indicate your skill level below.

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# Hazard, Young, Attea & Associates Online Application

Gibson, Jerry - AppNo: 396

Date Submitted: 1/24/2023

Oral Skills (Listening and Speaking)

Written Skills (Reading and Writing)

### Language 3:

Can you communicate using any other world languages?

If yes, please indicate which language(s)

Please indicate your skill level below.


Oral Skills (Listening and Speaking)

Written Skills (Reading and Writing)

### Language 4:

Can you communicate using any other world languages?

If yes, please indicate which language(s)

Please indicate your skill level below.


Oral Skills (Listening and Speaking)

Written Skills (Reading and Writing)

## Certification

Do you hold or anticipate holding an education license or certificate?

**Certificate is held**

Type	Certificate Number	Expiration Date	Status
Administrative Certificate (Administrative K-12/Superintendent)		01/2026	Current

Please list any other endorsements and/or verifications documented on your Certificate(s):

Do you hold a current out-of-state certificate?

State	Type	Certificate Number	Expiration Date	Current?
TX	Superintendent		2026	Yes

List your out-of-state certified teaching/administration fields:

## Education

Please tell us about your educational background beginning with the most recent. The following information belongs in your uploaded resume: honors, awards, distinctions, publications, presentations, and professional memberships.

**Highest Degree Attained:** Ed.D/Ph.D/etc.

# Hazard, Young, Attea & Associates Online Application

Gibson, Jerry - AppNo: 396

Date Submitted: 1/24/2023

## Colleges, Universities and Technical Schools Attended:

Name and location	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree
TX - University of Houston, main campus	Education Hrs: 66	Policy Studies Hrs: 9	Doctor of Education
Lamar University	Education Hrs: 36	Hrs:	Master of Education
TX - East Texas Baptist University	Education Hrs:	Religion Hrs:	BS

## Statement

Tip: It is best to type your responses directly into the text areas for each question. Only plain text is supported. All bulleted lists and many quotation marks, apostrophies, and special symbols will not convert correctly when the application is printed. To avoid these errors and the resulting string of strange symbols and characters DO NOT COPY & PASTE from Word unless using plain text.

1. Please explain how your past personal and professional experience makes you a unique candidate?

I have raised student success in each school district I led and have improved facilities.

## Professional References

	Reference 1 of 3	Reference 2 of 3
<b>Name:</b>	Brad Burris	Byron Terrior
<b>Cell Phone:</b>	9039261672	409 738-5200
<b>Email:</b>	brad@c21aselectgroup.com	bterrier@esc5.net
<b>Relationship to Candidate:</b>	School Board President - Marshall	Friend/Former Co-Worker
<b>Years Known:</b>	8	20
	Reference 3 of 3	
<b>Name:</b>	Bonny Cain	
<b>Cell Phone:</b>	2547447154	
<b>Email:</b>	bonnycain@sbcglobal.net	
<b>Relationship to Candidate:</b>	Former Supervisor	
<b>Years Known:</b>	11	

# Hazard, Young, Attea & Associates Online Application

Gibson, Jerry - AppNo: 396

Date Submitted: 1/24/2023

## Disclosures

### Contract Status

\* Are you currently under contract?

Yes

If Yes, which employer?

Galveston ISD

If Yes, when does it expire?

7/2025

When may your present employer be contacted?

If I am a finalist

### Professional Status

\* Have you ever been suspended (paid or unpaid), terminated/dismissed, been asked to resign, resigned to avoid termination, or resigned to avoid discipline or an allegation of misconduct from any position while serving in a school or school district?

No

If Yes, explain:

\* Have you ever had a credential, certification, or license revoked, suspended, or annulled in any state, territory or foreign country?

No

If Yes, explain:

## Legal Information

\* I understand that proof of eligibility to work in the United States must be provided if selected for hire.

Yes

\* Have you ever been convicted of a felony or misdemeanor that would prohibit you from working in a school district under the federal or state laws in the state you're applying?

No

If Yes, explain:

## Equal Opportunity Employer

Hazard, Young, Attea & Associates ensures equal employment opportunities regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other non-merit based factors. Any individual needing assistance in making application for any opening should contact Hazard, Young, Attea & Associates at [hya@hyasearch.com](mailto:hya@hyasearch.com).

## Hazard, Young, Attea & Associates Online Application

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Gibson, Jerry - AppNo: 396

Date Submitted: 1/24/2023

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### **Applicant's Acknowledgment and Agreement**

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By checking the box below, candidate authorizes the Hazard, Young, Attea & Associates to conduct an investigation of candidate to determine whether candidate has been convicted of any offenses that prohibits them from working in a school district as set forth in state and federal law, and, upon request, agrees to execute an investigation authorization form as a condition for candidate's employment.

I certify that the information given by me in this application is true in all respects, and I agree that if the information given is found to be false in any way, it shall be considered sufficient cause for denial of employment or discharge. I authorize the use of any information in the application to verify my statement, and I authorize past employers, all references and any other person to answer all questions asked concerning my ability, character, reputation, and previous employment record. I release all such persons from any liability or damages on account of having furnished such information.

I, Jerry Gibson, agree to all of the terms above.

I agree



## Dr. Jerry Gibson Self Introduction

Jerry Gibson has one main passion, and that is to see students succeed. He believes that administration needs to find avenues for students to be successful in everything they do, from varied learning styles (differentiated instruction) to Career and Technology opportunities to fine arts and athletics, Jerry Gibson sees his role as creative leader for students.

In a recent meeting of superintendents, Dr. Gibson, along with the other superintendents in the room were asked why they became a superintendent. Jerry thought for a moment to the original reason that he went into education. The answer was to make a difference in the life of students. Initially he was a teacher and a coach, and he remembered how some of his coaches had impacted his life and influenced him as he was growing up. When Jerry became an assistant principal, he wanted to make a difference in the lives of students. As a principal, he saw how his leadership affected an entire campus and how he could make a difference in the lives of students. Nothing changed when he went to Central Administration. As a supervisor of secondary education, he carried out the vision of the superintendent and Board for the district. As a superintendent, he knows that every decision that is made will affect children and always strives to base his decision on what is best for students.

It is not uncommon to see Dr. Gibson in the halls of the schools visiting and encouraging students or visiting personally with students at ballgames. He feels that to make decisions for students, he needs to get to know the students and to see and learn their needs.

Gibson strives to build relationships and believes in Servant Leadership which he defines as making enough deposits in people's lives, that he can make a withdrawal when needed.