



If you answer “Yes” to any of the questions below, please use the space provided or an attachment to give a detailed explanation, including the name and address of the employer (if applicable) the date of the charge or incident, the court, court action, and address of the court involved (if applicable) and the stated reason for any employment action. A “Yes” answer may not disqualify you from consideration but may affect your suitability for the position.

Have you ever:

1. Been dismissed, suspended, terminated, or forced to resign from any employment position?

2. Resigned, been given an opportunity to resign or been asked to resign from an employment position?

3. Been refused continuing service status or tenure?

4. Been under investigation or charged with any violation of the Alabama Ethics Law or Educator Code of Ethics or similar professional inquiry?

5. Had charges or a report of child abuse or sexual activity involving a K-12 student or other minor filed against you?

6. Had a professional certificate, credential, or license (of any kind) revoked or suspended, or been placed on probationary status for any alleged misconduct or alleged violation of professional standards or conduct?

7. Had any pending adverse actions against you relating to a professional certificate, credential, or license?

8. Been denied a professional license for which you applied, or granted a professional license on a conditional or probationary basis based on any alleged misconduct or alleged violation of professional standards of conduct?

9. Had an EEOC charge filed against your employer in which you were alleged to have discriminated against an employee?

Do you have any objection to your present or previous employers being contacted for reference purposes? \_\_\_\_\_

If yes, please explain. \_\_\_\_\_

<b>Qualifications</b>	<b>Briefly describe how your background knowledge and skills meet or exceed the listed criteria.</b>
Educational Leadership and Knowledge	
Leading a Strong Instructional Program	
Goal Setting and Monitoring Achievement	
Fostering Community and Intergovernmental Partnerships	
Administration and Organization of Long- and Short-Term Plans for Growth and Facility Management Including Personnel Requirements	
Sound Financial Management Including an Understanding of the Budgeting Process and how Schools are funded in Alabama	
Recruiting, Building, and Leading Effective Teams	
Fostering Global Learning in an Information Age	
Working Collaboratively and Cooperatively with the Board of Education	

**Honors and Activities (continue on attachment if necessary)**

List Publication/Research (including doctoral dissertation) Projects	
Fellowships, Scholarships, and Professional Honors	
Personal Interests and Hobbies	

**Background Investigation Authorization**

A background investigation is required for consideration for this position. These investigations may include, but are not limited to, an analysis of public and private documents, contact with former employers, verification of employment, education and credentialing, information from background check providers, contact with professional references, and other pertinent information. Your signature below is authorization for Cullman City Schools, its legal counsel, Taylor Brooks of Lanier Ford, and his agent, The MOSES GROUP, LLC to conduct a background investigation as described above including a credit history report. Your signature below also is your acknowledgment that information revealed from the background investigation may be used for determining eligibility and qualification for pre-employment consideration and for continued employment if hired. You will be notified in accordance with the Fair Credit Reporting Act (FCRA) before any employment decision is made based on information in the report and any information gathered will be provided to Applicant by Lanier Ford upon written request.

**Credentials Required:** Official transcripts for the highest degree you reference herein must be provided. Please request that the college or university that granted the highest degree forward your transcripts directly to the address or e-mail address shown below.

**References:** List the names of four individuals who may be called immediately.

Name	Position/Employment	Present Address	Telephone

**Print, sign, and email this Application, a cover letter, and your résumé directly to:**  
[Cullman.Superintendent@LanierFord.com](mailto:Cullman.Superintendent@LanierFord.com) or mail to: **Cullman City Superintendent Search, c/o Lanier Ford, 2101 West Clinton Ave., Suite 102, Huntsville, AL 35805**  
**All completed applications must be received by 5:00 p.m. January 4, 2021.**

I certify that the foregoing statements are true and correct. I agree to hold harmless and release Cullman City Schools, its legal counsel and agents from any expense, liability or loss arising from any background investigation.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

It is the official policy of the Cullman City Board of Education that no person shall, on the grounds of race, color, disability, gender, religion, national origin, or age be excluded from participation in, be denied the benefits of, or be subjected to dis-crimination under any program, activity or employment.