

Memorandum

To: Bryan Independent School District, Board of Trustees  
From: Bryan Independent School District, Leadership Cabinet Members  
Timothy Rocka, Deputy Superintendent  
Barbara Ybarra, Associate Superintendent  
Amy Drozd, Assistant Superintendent  
Brandon Webb, Executive Director  
Date: September 15, 2016  
Re: Violations and Breach of Contract by Superintendent, Thomas Wallis

Pursuant to board policy and state law, the Bryan ISD Leadership Cabinet is compelled to provide factual evidence of events and actions taken by the Superintendent, Thomas Wallis that are in violation of the State Board for Educator Certification (SBEC) and the Bryan ISD Employee Standards of Conduct. The standards of conduct are found in Board Policy DH (Local and Exhibit). Policy DH (Local) states:

*Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines may result in disciplinary action, including termination of employment. [See DCD and DF series]*

Each reported violation is outlined in detail within the documentation herein. Employee standards of conduct are found in Board Policy DH (Exhibit) and are equivalent to the SBEC Educator Code of Ethics. The Bryan ISD Leadership Cabinet is compelled by board policy and state law to report said violations to the Board of Trustees for review and action. The Board's authority to investigate these violations is found in board policy BJCE. The Board has the authority to suspend the superintendent with or without pay to conduct an investigation of the reported violations.

*Board policy BJCE (Legal) Superintendent Suspension/Termination During Contract- The Board may, for good cause as determined by the Board, suspend the Superintendent without pay pending discharge or in lieu of termination. The suspension may not extend beyond the end of the school year. Education Code 21.211(b). The Superintendent may be suspended with pay pending the out-come of a dismissal hearing. Moore v. Knowles, 482 F.2d 1069 (5th Cir. 1973). The Board may terminate the Superintendent's term contract and discharge the Superintendent at any time for good cause as determined by the Board. Education Code 21.211(a), .212(d). Before dismissal for good cause, the Superintendent shall be given reasonable notice in writing of the charges against him or her and an explanation of the District's evidence, set out in sufficient detail to fairly enable the Superintendent to show any error that may exist. Cleveland Bd. of Educ. v. Loudermill, 470 U.S. 532 (1985)*

It is recommended by the Bryan ISD Leadership Cabinet that the Board of Trustees suspend the Superintendent with pay for a reasonable length of time such that, a comprehensive internal investigation may be conducted by an Independent Investigator. It is strongly recommended that the Board take this action immediately at the September 19<sup>th</sup> school board meeting, and place the Superintendent on suspension with pay. Because of the severity of these violations and the seriousness of the matter, the cabinet members are in fear of loss of their jobs and believe that the Superintendent will retaliate against each of them. Thus, placing their careers in jeopardy, and equally placing the entire district at risk of collapse due to his possible adverse actions.

If the Board concludes that the Superintendent has violated the district's employee standards of conduct, the Board has the authority to take adverse action, including termination of employment, against the Superintendent as outlined in Section VII of the Superintendent's contract. Item VII states that the Board may dismiss the Superintendent during the term of the contract for good cause. Among the listed items, letter (i), states failure to meet the district's standards of professional conduct is defined as good cause. The Bryan ISD Leadership Cabinet believes that the Superintendent has repeatedly failed to meet the district's employee professional conduct. The evidence provided reveals a repeated pattern of behavior that has occurred multiple times. This is not a onetime violation report. The documentation herein reveals a pattern of behavior that spans over several years.

***VII. Termination of Employment Contract (Superintendent's Contract)***

***7.1 Mutual Agreement. This Contract may be terminated by the mutual agreement of the Superintendent and the Board in writing upon such terms and conditions as may be mutually agreed upon.***

***7.2 Retirement or Death. This Contract shall be terminated upon the retirement or death of the Superintendent.***

***7.3 Dismissal for Good Cause. The Board may dismiss the Superintendent during the term of the Contract for good cause. The term "good cause" is defined as follows:***

- (a) Failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract;***
- (b) Incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda, or other written communication from the Board; provided, however, the terms and conditions of this paragraph shall not justify good cause unless the Board has provided the Superintendent a reasonable opportunity to remediate any incompetency or inefficiency;***
- (c) Insubordination or failure to comply with lawful written Board directives;***
- (d) Failure to comply with the Board's policies or the District's administrative regulations;***
- (e) Neglect of duties;***
- (f) Drunkenness or excessive use of alcoholic beverages;***
- (g) Illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substances Act;***

- (h) Conviction of a felony or crime involving moral turpitude;**
- (i) Failure to meet the District's standards of professional conduct;**
- (j) Failure to comply with reasonable District professional development requirements regarding advanced course work or professional development;**
- (k) Disability, not otherwise protected by law, that impairs performance of the required duties of the Superintendent;**
- (l) Immorality, which is conduct the Board determines is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity;**
- (m) Assault on an employee or student;**
- (n) Knowingly falsifying records or documents related to the District's activities;**
- (o) Conscious misrepresentation of facts to the Board or other District officials in the conduct of the District's business;**
- (p) Failure to fulfill requirements for superintendent certification; or,**
- (q) Any other reason constituting "good cause" under Texas law.**

Many of the violations of the employee standards of conduct have required members of cabinet to work under distress, in an intimidating, hostile and offensive work environment. Many of the actions taken by the Superintendent have unreasonably interfered with an employee's work performance, and adversely affected an employee's employment opportunity.

***Board Policy DIA (Legal) Hostile Work Environment- Verbal or physical conduct based on a person's sex, race, color, religion, or national origin constitutes unlawful harassment when the conduct: has the purpose or effect of creating an intimidating, hostile, or offensive working environment; has the purpose or effect of unreasonably interfering with an individual's work performance; or otherwise adversely affects an individual's employment opportunities.***

Board policy prohibits harassment of employees that unreasonably interferes with the employee's work performance, creates an intimidating, threatening, hostile, or offensive work environment, or adversely affects the employee's performance, environment, or employment opportunities.

***Board Policy DIA (Local) -Prohibited harassment of an employee is defined as physical, verbal, or nonverbal conduct based on an employee's race, color, religion, gender, national origin, age, disability, or any other basis prohibited by law, when the conduct is so severe, persistent, or pervasive that the conduct: has the purpose or effect of unreasonably interfering with the employee's work performance; creates an intimidating, threatening, hostile, or offensive work environment; or otherwise adversely affects the employee's performance, environment, or employment opportunities.***

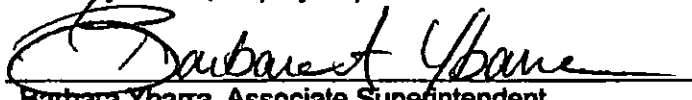
Pursuant to board policy, state and federal law, the Bryan ISD Leadership Cabinet request relief from the hostile work conditions caused by Superintendent, Thomas Wallis.

It is with great trepidation that these reports are brought forward. After years of attempting to resolve these issues among ourselves, the cabinet members are compelled to provide said report to our Board

of Trustees. This action is made with a hope that the district will no longer suffer under the Superintendent's totalitarian leadership and abuse of authority. Our goal is to move the Bryan ISD forward as we prepare the youth of our community for a successful future.

  
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Timothy Rocka, Deputy Superintendent

9/15/2016  
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Date

  
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Barbara Ybarra, Associate Superintendent

9/15/2016  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Amy Drozd, Assistant Superintendent

9/15/2016  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Brandon Webb, Executive Director

9/15/2016  
\_\_\_\_\_  
Date

**Bryan ISD Educators Code of Ethics Violations**

***Submitted upon request by the Bryan ISD Board of Trustees***

**Concerning Bryan ISD Superintendent Tommy Wallis**

**September 2016**

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**DISTRICT EMPLOYEE STANDARDS OF CONDUCT: BOARD POLICY DH  
EDUCATORS' CODE OF ETHICS**

"The Texas educator shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall safeguard academic freedom. The Texas educator, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty. The Texas educator, in exemplifying ethical relations with colleagues, shall extend just and equitable treatment to all members of the profession. The Texas educator, in accepting a position of public trust, shall measure success by the progress of each student toward realization of his or her potential as an effective citizen. The Texas educator, in fulfilling responsibilities in the community, shall cooperate with parents and others to improve the public schools of the community. **19 TAC 247.1"**

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***NOTE: Where possible, supporting documentation (exhibit documents), are included in a digital folder called "Violation Exhibit Documents." The documents have been clearly labeled and a reference to the specific supporting document is included below each detailed account (below).***

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**1. Professional Ethical Conduct, Practices, and Performance (BOARD POLICY DH)**

Standard 1.1. The educator shall not intentionally, knowingly, or recklessly engage in deceptive practices regarding official policies of the District, educational institution, educator preparation program, the Texas Education Agency, or the State Board for Educator Certification (SBEC) and its certification process.

***VIOLATION A. (Salaries & titles: disregarding official policies of the District)***

- During the Fall of 2015, the Superintendent informed the Deputy Superintendent (Rocka) and the Assistant Superintendent (Drozd) that they were below market value, and he instructed them to adjust their salary. He informed them that he was the Superintendent and he had the authority to give raises. Rocka and Drozd both stated that this was not the appropriate time or method and did not follow-through.

In May of 2016, raises were brought up for Assistant Superintendent Barbara Ybarra, Rocka, Drozd and Athletic Director Lance Angel. Rocka and Drozd informed the Superintendent that the board should be informed/involved in this, yet the Superintendent stated firmly that he was over raises and that board policy delegates such authority to him. He drafted memos reflecting an increase in salary and travel allowance. Drozd informed him that all Assistant Superintendent (etc.) travel allowances were rolled into their salaries two years prior. His response was, "The board doesn't know that." Drozd and Rocka were uncomfortable with these developments being done absent board approval, as is the common district procedure. The board took action June 20, 2016 and approved raises for Rocka, Drozd and Ybarra.

In a memo dated May 18, 2016, Athletic Director Lance Angel was awarded a raise that brought his annual salary to \$115,000. This action was taken without informing the board, as is the common district procedure. Later in the summer of 2016, Angel's title was changed to Executive Director of Student Health, Fitness and Athletics. The process did not follow district administrative procedures, as a position authorization form was never completed.

***VIOLATION B. (Employee leave: disregarding official policies of the District)***

- From June 20 – June 24, 2016, the Superintendent took vacation to Colorado to stay in the home of U.S. Rep. Bill Flores. His leave included June 20, the evening of a board meeting. This leave preceded the window of time the Superintendent previously allowed staff to take a vacation of more than two consecutive days, therefore he did not follow his own directive regarding extended leave. The so-called "leave window" was implemented years ago to ensure that staff are present when the principals are on contract.

A review of the Superintendent's leave calendar in AESOP, the District's leave tracking system, reveals that these days were never submitted for leave and were therefore not docked against his leave entitlement.

*See Violation B. Exhibit Document, calendar dates June 20 – 24 (skip to .pdf page 440). This calendar view is the Superintendent's Google Calendar, which reflects the vacation taken, but the vacation was not logged into the AEOSP leave tracking software.*

Standard 1.2. The educator shall not knowingly misappropriate, divert, or use monies, personnel, property, or equipment committed to his or her charge for personal gain or advantage.

*VIOLATION C. (diverting staff/personnel for personal gain):*

- On multiple occasions, the Superintendent compelled the Executive Director of Communications and Public Affairs (Webb) to write/edit/proof resumes, cover letters, application answers and entry plans during the workday and on one or more Bryan ISD computers.

He would sometimes excuse the Executive Director from the afternoon portion of the cabinet meeting or otherwise direct him to not attend meetings and clear his schedule so that he could assist the Superintendent in finding another job.

The Executive Director was compelled over the course of three years to apply for somewhere between six and 12 positions at the behest of the Superintendent.

Overall, the Superintendent directed the Executive Director to assist with numerous job applications, however some of them were never submitted, as the Superintendent decided to pull them back at the last minute.

In addition to spending district time and resources on numerous applications, the Superintendent routinely used the district's envelopes, paper, binders and clear plastic insert sleeves to assemble and create his Job application materials. He routinely shipped his applications to search firms using the district's FedEx envelopes and account number.

On March 23, 2015, a search firm asked the Superintendent to record answers to several questions using the webcam on his computer laptop. The applicant only had a few attempts to successfully answer each question.

The Superintendent assembled the Deputy Superintendent (Rocka), the Associate Superintendent (Ybarra) and the Executive Director of Communications and Public Affairs in his office first thing that morning, around 8:30 a.m., and those individuals spent the entire day, at his direction, scripting answers and assisting him with recording answers for the search firm's video application process.

The assembled team was directed to bring the district's media specialist, Mr. Darrell Taylor, into the process early that morning, because the Superintendent was struggling to provide answers without a teleprompter. The Superintendent directed Mr. Taylor to set up a teleprompter so he could read answers scripted by the cabinet (minus Assistant Superintendent Amy Drozd, who was not invited into the scripting and recording activity).

The Superintendent informed Mr. Taylor that the recording exercise was taking place, "because I've been asked to put in for an award and they want my views on these things."

While this is not a complete list, some of the districts the Executive Director of Communications and Public Affairs was directed to help the Superintendent apply for during work time include:

- Allen ISD.
- Abilene ISD.
- Fort Worth ISD.
- Plano ISD.
- Humble ISD.
- Lewisville ISD.
- Mesquite ISD.
- Rockwall ISD.
- Leander ISD.
- Coppell ISD.
- Eanes ISD.
- Katy ISD.
- Victoria ISD.

Most frequently, the Superintendent would call the Executive Director into his office to work on applications, resumes, cover letter, entry plans, etc. on his computer, at his desk. He would leave the office for the afternoon to go on campus visits, and he would direct the Executive Director to complete the work and save it directly on the Superintendent's computer. He used his district e-mail account for virtually all correspondence about job searches, applications, etc.

On a few occasions, the Superintendent would e-mail the Executive Director documents or provide them on a thumb drive.

*See Violation C. Job Searches Exhibit Folder, containing numerous folders, accountings e-mail exchanges, etc. regarding job searches for superintendent during work time and utilizing work personnel, resources. The folder contains directives to staff (Webb) to perform these tasks during work time and correspondence involving search firms and the Superintendent. The folder also contains the scripts detailed above during the all-day video filming session (see: "Wallis Video Script In the Violation C Job Searches" folder.)*



***VIOLATION D. (diverting property for personal gain):***

Since his home in the rural part of Brazos County was built about three years ago, the Superintendent has refused to pay for the rural trash collection service. Instead, every week he brings bags of his personal, domestic trash to Central Office, pulls up next to the dumpster and offloads his home trash in the district trash can. This goes beyond incidental use; rather, his domestic trash is dumped at work every week, and has been for years.

When questioned about this activity, which he does in broad daylight as people are arriving to work in the morning, he states, "I pay enough for trash service in this district. I pay a fortune to have trash collected at schools, and I'm not about to pay for trash service at my house." This activity has been witnessed by dozens of people, dozens of times.

***VIOLATION E. (diverting property for personal gain):***

- In the summer of 2016, while the Superintendent's personal vehicle was being repaired for more than one week, he used a district vehicle for personal use, including taking the vehicle home overnight. It is unclear who, if anyone, approved this use.

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Standard 1.3. The educator shall not submit fraudulent requests for reimbursement, expenses, or pay.

***VIOLATION F. (fraudulent requests for reimbursement):***

- The Superintendent submitted an airline flight change fee of \$80 for reimbursement. This expense was incurred as a result of his personal job interview on July 12, 2016 for the Superintendent position in Leander ISD.

Additionally, the Superintendent charged the District's American Express credit card \$239.75 for his hotel stay the evening of July 12, 2016 (the evening of the Leander ISD job interview). He was slated to attend the USAA Superintendent's conference in Annapolis, MD the day of the interview, but he delayed his departure due to the job interview. The hotel expense could have been avoided had he traveled home after the Leander interview. The Superintendent did not leave the Austin airport until 10:55 a.m. July 13, 2016, meaning he could have traveled home the evening before (after the interview) and returned to Austin in time to make his July 13 flight.

*See Violation E. Fraudulent Requests for Reimbursement Folder, containing an accounting of the flight change charge (indicating the flight departure time). The*

*hotel bill was previously submitted in a preliminary submittal of documents.*

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**Standard 1.4.** The educator shall not use institutional or professional privileges for personal or partisan advantage.

- See Violations C, D, E, G
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**Standard 1.5.** The educator shall neither accept nor offer gratuities, gifts, or favors that impair professional judgment or to obtain special advantage.

This standard shall not restrict the acceptance of gifts or tokens offered and accepted openly from students, parents of students, or other persons or organizations in recognition or appreciation of service.

***VIOLATION G. (accepting gifts or tokens from organizations in recognition or appreciation of service):***

- During the period of July 25, 2016 through July 29, 2016 a Request for Information (RFI) was in process pertaining to a contract award for Benefits Administration. During this same period of time, the Superintendent had inappropriate conversations with one of the vendors involved, including communication about what questions the review committee should ask. The Superintendent directed the Deputy Superintendent (Rocka) to add specific questions to the process—these questions were specifically provided to the Superintendent by TCG, a vendor involved in the RFI.

On July 18, 2016 the Superintendent told staff (Rocka and Drozd) that he was, “the Superintendent, Ronnie O’Neal (Director of Risk Benefits) needs to understand I’m the Superintendent, and I can choose TCG (as the benefits administrator).”

On August 26, 2016 the Assistant Superintendent (Drozd) informed the Superintendent that the selection was close, but TCG was not in the lead. His response was, “If it’s close, it needs to be TCG.”

It should be noted that TCG is connected via a family relation to a Superintendent search firm headed by Dr. Mike Moses. This firm has conducted multiple Superintendent searches involving Dr. Wallis, and on August 25, 2016 the Superintendent told the Executive Director of Communications and Public Affairs that he, didn’t “care what Amy (Drozd) and Tim (Rocka) say, I’m not biting the hand that feeds me. We’re going with TCG and Mike Moses.”

*See Violation G. TCG Vendor Contact. These documents reflect the questions sent from the vendor TCG to Dr. Wallis’ home e-mail address, then forwarded by him*

*to his work address, then extracted (to remove e-mail header info.) and forwarded to the Deputy Superintendent (Rocka). In addition, the e-mails establishing the connection between Dr. Wallis and Dr. Moses, who heads a superintendent search firm are established in the "Leander" search folder and other documents throughout the "job search" documents.*

*VIOLATION H. (accepting gifts or tokens from organizations in recognition or appreciation of service):*

- TCEA Superintendent of the Year ring—Once the Superintendent earned the Texas Computer Educator's Association (TCEA) "Superintendent of the Year" award in February 2016, the Balfour Company produced a large decorative "TCEA Superintendent of the Year" ring and presented it as a gift. The ring exceeds the dollar value of required disclosure (which is \$50), and, to date, no such disclosure has been made.

*See Violation H. Accepting Gifts or Tokens, containing a mock-up of the graphic for the ring, correspondence with the vendor (Balfour) about the ring and a representative sample of mass produced rings Balfour creates, which exceed \$400 in cost. It should be noted this TCEA ring is a custom-made, "one-off" product, meaning a singular mold must be made and struck, and typically these rings are considerably more expensive than mass produced models, meaning the cost would likely soar well beyond \$400.*

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Standard 1.6. The educator shall not falsify records, or direct or coerce others to do so.

*VIOLATION I. (coercion to falsify records):*

- In the Spring of 2015, an Open Records request came in seeking e-mail exchanges between certain district personnel. As is the established custom, the School Attorney (Wright) fulfilled the request and alerted the Executive Director of Communications and Public Affairs to anything that he felt could warrant media coverage or reflect negatively on the district. One such document was an e-mail exchange where a district employee made an offhand, snide remark about someone.

The School Attorney pointed this out to the Executive Director (Webb) in order to raise awareness. The Executive Director informed the Superintendent that the e-mail that the e-mail would have to be disclosed. The Superintendent informed the Executive Director that he or the School Attorney should just take that document out of the stack of documents the District was providing.

He said, "What's one e-mail out of dozens? They'll never miss it, and if we don't provide it, they'll never know it existed."

The Executive Director told him this was not something we should ethically or legally do, and that we could not do it. The Superintendent took a copy of the document and said, "Harry (the School Attorney) is new. He doesn't know how things work around here yet. I'll go see him and take care of this."

He then spoke to the School Attorney and suggested or directed that the document be destroyed and not handed over to the requesting party.

He refused to comply. Ultimately, the documents were supplied to the requester, including the controversial document that the Superintendent wanted removed.

Standard 1.10. The educator shall be of good moral character and worthy to instruct or supervise the youth of this state.

*VIOLATION J. (moral character):*

- On April 11, 2016 the Superintendent entered into a discussion with the Associate Superintendent (Ybarra) while the Deputy Superintendent (Rocka) and the Executive Director of Communications and Public Affairs (Webb) were present. Apparently frustrated with Curriculum Director Leslie Holtkamp, the Superintendent said to Ms. Ybarra, "What does Leslie Holtkamp do, except go around with her blonde hair and big titties? What value does she add?"

*VIOLATION K. (moral character):*

- On September 12 the cabinet assembled with the Superintendent to cover some current topics, including a looming \$2 million shortfall in the district's healthcare fund. The Assistant Superintendent (Drozd) attempted to summarize a conversation previously held with the Superintendent about the idea of adding a surcharge to employees who cover their spouses on the District's healthcare plan when that employee's spouse's employer provides legally adequate healthcare. While the topic had been discussed before, and the Superintendent was not supportive, the Assistant Superintendent was compelled to report back during the cabinet meeting that a committee assembled to review/assess the healthcare fund had, in fact, wished to study the idea further and potentially recommend it.

The Superintendent became agitated and began berating Drozd, cutting her off, and escalating his volume. He would not allow her to complete her update and indicate the committee's preference, which she is duty-bound to do. The conversation was recorded and reflects a typical exchange during cabinet meetings and is illustrative of the Superintendent's habit of loud, abrasive and aggressive argumentative tactics to silence staff.

*See Violation K. Moral Character Insurance Conversation, containing a recording of the exchange detailed in this narrative. It should be noted that at least one individual in the room was aware the incident was being recorded, which meets the legal standard in Texas for making a recording of someone, even if they are unaware they are being recorded. A transcript of the conversation is also in the document exhibits (see Violation K. Transcript).*

**VIOLATION L. (moral character):**

- On August 16, 2016, the day of Convocation, the Superintendent spent the afternoon traveling to various departmental meetings throughout the District. At the Fine Arts departmental meeting, held at Rudder High School, the Superintendent spoke to a full room of faculty and Fine Arts personnel.

During his remarks, he detailed instances where ██████ became involved in Fine Arts. He detailed that ██████ had joined Fine Arts and was called a "Faggot, Homo and a Queer." After a year had passed, many of those name callers had joined Fine Arts themselves.

The Superintendent uttered the words "Faggot, Homo, Queer," in a very loud voice, three different times during his 10-minute remarks. On hand to witness these inappropriate words were the Fine Arts faculty and staff. Also present were the Executive Director of Communications and Public Affairs (Webb) and the Assistant Superintendent (Drozd). Many in the room appeared to be uncomfortable with these harsh words.

That same afternoon, August 16, 2016, the Superintendent traveled to Bryan High to attend various departmental meetings, including one for the Bilingual Department. This year's theme for Convocation was "Rock Solid," and all employees received a rock, and when the Superintendent walked in the meeting he heard one of the staff in the room (of more than 100 people) say, "Oh, get your rocks ready!"

Obviously misinterpreting the remark to mean that the group should get ready to stone him (instead of the intended reason which was to pull out their "Rock Solid" rocks and show him they were on board with his message), the Superintendent angered quickly, got loud and said, "What? Well I've got some rocks I can throw, too. I'm Superintendent. I can throw lots of rocks..." The room immediately went quiet, and more than 100 witnesses observed his obvious anger, including the leadership team for the Bilingual Department.

He angered further during his remarks when he referenced the \$6,000 bilingual stipend and no one clapped. He paused and snapped at the group, "Hey—it's ok

to clap, you know!" In later conversations with staff in the room, it was revealed that they did not understand his "rock throwing" comment and not all of them understood the context of his comment about the bilingual stipend, so they did not know if it was appropriate to clap.

**2. Ethical Conduct Toward Professional Colleagues (BOARD POLICY DH)**

Standard 2.2. The educator shall not harm others by knowingly making false statements about a colleague or the school system.

*VIOLATION M. (making false statements about a colleague):*

- During the 2015-2016 school year, some six principals resigned, retired or were reassigned. The Superintendent expressed anxiety to the cabinet about the number of principal positions changing hands and stated that he felt the board would begin to take notice. At this same time, SFA Principal Brandon Jayroe was actively seeking employment outside the district.

He was offered a position as a CTE High School principal in Tyler ISD. He announced to his faculty, students, parents and the community that he would be leaving. Then, rather quickly, he retracted that announcement.

The Associate Superintendent (Ybarra) was present when the Superintendent stated that he had called the Tyler ISD Superintendent to complete the reference request. He informed the leadership there that Dr. Jayroe was not fit to be a CTE principal, thus eliminating Dr. Jayroe's opportunity to relocate to a job he desired.

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Standard 2.3. The educator shall adhere to written local Board policies and state and federal laws regarding the hiring, evaluation, and dismissal of personnel.

*VIOLATION N. (evaluation of personnel):*

- While the superintendent has evaluated *some* of his direct reports in prior years, for the 2014-2015 school year he did not evaluate the Deputy Superintendent (Rocka) or the Superintendent's assistant Tiffany Lee (who has not been evaluated for the past two years).

Bryan ISD  
021902

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LEGAL)

**EDUCATOR ETHICS** Educators shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall safeguard academic freedom.

The State Board for Educator Certification (SBEC) shall provide for the adoption, amendment, and enforcement of an educator's code of ethics [see DH(EXHIBIT)]. SBEC is solely responsible for enforcing the ethics code for purposes related to certification disciplinary proceedings.

*Education Code 21.041(8); 19 TAC 247.1(b), (c)*

**PUBLIC SERVANTS** All district employees are "public servants" and therefore subject to Title VIII of the Penal Code, regarding offenses against public administration, including restrictions on the acceptance of illegal gifts, honoraria and expenses, and abuse of office. *Penal Code 1.07(a)(41), Title VIII [See DBD and BBFA]*

**TOBACCO AND E-CIGARETTES** A board shall prohibit smoking or using e-cigarettes or tobacco products at a school-related or school-sanctioned activity on or off school property.

**ENFORCEMENT** A board shall ensure that district personnel enforce the policies on school property.

*Education Code 38.006(b) [See also FNCD and GKA]*

**DRUG AND ALCOHOL ABUSE PROGRAM** A board shall prohibit the use of alcoholic beverages at school-related or school-sanctioned activities on or off school property. *Education Code 38.007(a)*

**FEDERAL DRUG-FREE WORKPLACE ACT** A district that receives a direct federal grant must agree to provide a drug-free workplace by:

1. Publishing a statement notifying employees of the requirements of the federal Drug-Free Workplace Act (DFWA) and requiring that each employee be given a copy of the statement [see DI(EXHIBIT)];
2. Establishing a drug-free awareness program for employees pursuant to the DFWA;
3. Notifying the granting agency within ten days after receiving notice that an employee has been convicted under a criminal drug statute;
4. Imposing a sanction on an employee who is convicted of such a violation, or requiring the employee's satisfactory participation in a drug abuse or rehabilitation program; and

Bryan ISD  
021902

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LEGAL)

- 5. Making a good faith effort to continue to maintain a drug-free workplace.

*41 U.S.C. 702(a)(1)*

DIETARY  
SUPPLEMENTS

Except as provided at Education Code 38.011(b), a district employee may not:

- 1. Knowingly sell, market, or distribute a dietary supplement that contains performance-enhancing compounds to a primary or secondary education student with whom the employee has contact as part of the employee's duties; or
- 2. Knowingly endorse or suggest the ingestion, intranasal application, or inhalation of a dietary supplement that contains performance-enhancing compounds by a primary or secondary student with whom the employee has contact as part of the employee's duties.

An employee who violates Items 1 or 2, above, commits a Class C misdemeanor offense.

*Education Code 38.011*

LOW-THC CANNABIS

A district may not enact, adopt, or enforce a rule, ordinance, order, resolution, or other regulation that prohibits the possession of low-THC cannabis, as authorized by Health and Safety Code Chapter 487. *Health and Safety Code 487.201*



Bryan ISD  
021902

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. [See DH(EXHIBIT)]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

**VIOLATIONS OF STANDARDS OF CONDUCT**

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines may result in disciplinary action, including termination of employment. [See DCD and DF series]

**WEAPONS PROHIBITED**

The District prohibits the use, possession, or display of any firearm, illegal knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

**EXCEPTIONS**

No violation of this policy occurs when the use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

**ELECTRONIC MEDIA**

Electronic media includes all forms of social media, such as text messaging, instant messaging, electronic mail (e-mail), web logs (blogs), electronic forums (chat rooms), video-sharing websites, editorial comments posted on the Internet, and social network sites. Electronic media also includes all forms of telecommunication, such as landlines, cell phones, and web-based applications.

**USE WITH STUDENTS**

In accordance with administrative regulations, a certified or licensed employee, or any other employee designated in writing by the Superintendent or a campus principal, may use electronic media to communicate with currently enrolled students about matters within the scope of the employee's professional responsibilities. All other employees are prohibited from using electronic media to communicate directly with students who are currently enrolled in the District. The regulations shall address:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with students; and

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3. Other matters deemed appropriate by the Superintendent or designee.

Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic media. [See CPC]

PERSONAL USE

An employee shall be held to the same professional standards in his or her public use of electronic media as for any other public conduct. If an employee's use of electronic media violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

SAFETY  
REQUIREMENTS

Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.

HARASSMENT OR  
ABUSE

An employee shall not engage in prohibited harassment, including sexual harassment, of:

1. Other employees. [See DIA]
2. Students. [See FFH; see FFG regarding child abuse and neglect.]

While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.

An employee shall report child abuse or neglect as required by law. [See FFG]

RELATIONSHIPS WITH  
STUDENTS

An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See FFH]

TOBACCO AND  
E-CIGARETTES

An employee shall not smoke or use tobacco products or e-cigarettes on District property, in District vehicles, or at school-related activities. [See also GKA]

ALCOHOL AND DRUGS

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug,

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hallucinogen, stimulant, depressant, amphetamine, or barbiturate.

2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

EXCEPTIONS

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or
3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

NOTICE

Each employee shall be given a copy of the District's notice regarding drug-free schools. [See DI(EXHIBIT)]

A copy of this policy, a purpose of which is to eliminate drug abuse from the workplace, shall be provided to each employee at the beginning of each year or upon employment.

ARRESTS,  
INDICTMENTS,  
CONVICTIONS, AND  
OTHER  
ADJUDICATIONS

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:

1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
4. Crimes involving moral turpitude, which include:
  - Dishonesty; fraud; deceit; theft; misrepresentation;

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- Deliberate violence;
- Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
- Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
- Felony driving while intoxicated (DWI); or
- Acts constituting abuse or neglect under the Texas Family Code.

DRESS AND  
GROOMING

An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

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EDUCATORS' CODE OF ETHICS

The Texas educator shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall safeguard academic freedom. The Texas educator, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty. The Texas educator, in exemplifying ethical relations with colleagues, shall extend just and equitable treatment to all members of the profession. The Texas educator, in accepting a position of public trust, shall measure success by the progress of each student toward realization of his or her potential as an effective citizen. The Texas educator, in fulfilling responsibilities in the community, shall cooperate with parents and others to improve the public schools of the community. *19 TAC 247.1*

1. Professional Ethical Conduct, Practices, and Performance

Standard 1.1. The educator shall not intentionally, knowingly, or recklessly engage in deceptive practices regarding official policies of the District, educational institution, educator preparation program, the Texas Education Agency, or the State Board for Educator Certification (SBEC) and its certification process.

Standard 1.2. The educator shall not knowingly misappropriate, divert, or use monies, personnel, property, or equipment committed to his or her charge for personal gain or advantage.

Standard 1.3. The educator shall not submit fraudulent requests for reimbursement, expenses, or pay.

Standard 1.4. The educator shall not use institutional or professional privileges for personal or partisan advantage.

Standard 1.5. The educator shall neither accept nor offer gratuities, gifts, or favors that impair professional judgment or to obtain special advantage. This standard shall not restrict the acceptance of gifts or tokens offered and accepted openly from students, parents of students, or other persons or organizations in recognition or appreciation of service.

Standard 1.6. The educator shall not falsify records, or direct or coerce others to do so.

Standard 1.7. The educator shall comply with state regulations, written local Board policies, and other state and federal laws.

Standard 1.8. The educator shall apply for, accept, offer, or assign a position or a responsibility on the basis of professional qualifications.

Standard 1.9. The educator shall not make threats of violence against District employees, Board members, students, or parents of students.

Standard 1.10. The educator shall be of good moral character and be worthy to instruct or supervise the youth of this state.

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**Standard 1.11.** The educator shall not intentionally or knowingly misrepresent his or her employment history, criminal history, and/or disciplinary record when applying for subsequent employment.

**Standard 1.12.** The educator shall refrain from the illegal use or distribution of controlled substances and/or abuse of prescription drugs and toxic inhalants.

**Standard 1.13.** The educator shall not consume alcoholic beverages on school property or during school activities when students are present.

**2. Ethical Conduct Toward Professional Colleagues**

**Standard 2.1.** The educator shall not reveal confidential health or personnel information concerning colleagues unless disclosure serves lawful professional purposes or is required by law.

**Standard 2.2.** The educator shall not harm others by knowingly making false statements about a colleague or the school system.

**Standard 2.3.** The educator shall adhere to written local Board policies and state and federal laws regarding the hiring, evaluation, and dismissal of personnel.

**Standard 2.4.** The educator shall not interfere with a colleague's exercise of political, professional, or citizenship rights and responsibilities.

**Standard 2.5.** The educator shall not discriminate against or coerce a colleague on the basis of race, color, religion, national origin, age, gender, disability, family status, or sexual orientation.

**Standard 2.6.** The educator shall not use coercive means or promise of special treatment in order to influence professional decisions or colleagues.

**Standard 2.7.** The educator shall not retaliate against any individual who has filed a complaint with the SBEC or who provides information for a disciplinary investigation or proceeding under this chapter.

**3. Ethical Conduct Toward Students**

**Standard 3.1.** The educator shall not reveal confidential information concerning students unless disclosure serves lawful professional purposes or is required by law.

**Standard 3.2.** The educator shall not intentionally, knowingly, or recklessly treat a student or minor in a manner that adversely affects or endangers the learning, physical health, mental health, or safety of the student or minor.

**Standard 3.3.** The educator shall not intentionally, knowingly, or recklessly misrepresent facts regarding a student.

**Standard 3.4.** The educator shall not exclude a student from participation in a program, deny benefits to a student, or grant an advantage to a student on the basis of race, color, gender, disability, national origin, religion, family status, or sexual orientation.

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**Standard 3.5.** The educator shall not intentionally, knowingly, or recklessly engage in physical mistreatment, neglect, or abuse of a student or minor.

**Standard 3.6.** The educator shall not solicit or engage in sexual conduct or a romantic relationship with a student or minor.

**Standard 3.7.** The educator shall not furnish alcohol or illegal/unauthorized drugs to any person under 21 years of age unless the educator is a parent or guardian of that child or knowingly allow any person under 21 years of age unless the educator is a parent or guardian of that child to consume alcohol or illegal/unauthorized drugs in the presence of the educator.

**Standard 3.8.** The educator shall maintain appropriate professional educator-student relationships and boundaries based on a reasonably prudent educator standard.

**Standard 3.9.** The educator shall refrain from inappropriate communication with a student or minor, including, but not limited to, electronic communication such as cell phone, text messaging, e-mail, instant messaging, blogging, or other social network communication. Factors that may be considered in assessing whether the communication is inappropriate include, but are not limited to:

- a. The nature, purpose, timing, and amount of the communication;
- b. The subject matter of the communication;
- c. Whether the communication was made openly or the educator attempted to conceal the communication;
- d. Whether the communication could be reasonably interpreted as soliciting sexual contact or a romantic relationship;
- e. Whether the communication was sexually explicit; and
- f. Whether the communication involved discussion(s) of the physical or sexual attractiveness or the sexual history, activities, preferences, or fantasies of either the educator or the student.

**19 TAC 247.2**

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**SUPERINTENDENT'S EMPLOYMENT CONTRACT**

STATE OF TEXAS           §  
                                   §        **KNOW ALL MEN BY THESE PRESENTS:**  
 COUNTY OF BRAZOS       §

THIS SUPERINTENDENT'S EMPLOYMENT CONTRACT ("Contract") is made and entered into effective the 21st day of March, 2016 ("Effective Date"), by and between the Board of Trustees (the "Board") of the Bryan Independent School District (the "District") and Dr. Thomas A. Wallis (the "Superintendent").

**WITNESSETH:**

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201(b) and Chapter 21, Subchapter E of the Texas Education Code, have agreed, and do hereby agree, as follows:

**I. Term**

1.1 **Term.** The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years, commencing on July 1, 2016, and ending on June 30, 2019. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

1.2 **No Tenure.** The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

**II. Employment**

2.1 **Duties.** The Superintendent is the chief executive of the District and shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed in the job description and as may be lawfully assigned by the Board, and shall comply with all lawful Board directives, state and federal law, district policy, rules, and regulations as they exist or may hereafter be amended. Specifically, it shall be the duty of the Superintendent to recommend for employment all professional employees of the District subject to the Board's approval. It shall be the further duty of the Superintendent to employ all other personnel consistent with the Board's policies. It shall be the further duty of the Superintendent to direct, assign, reassign, and evaluate all of the employees of the District consistent with Board policies and federal and state law. It shall be the further duty of the Superintendent to organize, reorganize, and arrange the staff of the District, and to develop and establish administrative regulations, rules, and procedures which the Superintendent deems necessary for the efficient and effective operation of the District consistent with the Board's lawful directives, the Board's policies, and state and federal law. It shall be the further duty of the Superintendent to accept all resignations of employees of the District consistent with the Board's policies, except the Superintendent's



resignation, which must be accepted by the Board. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill, and expertise. All duties assigned to the Superintendent by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent.

**2.2 Professional Certification.** The Superintendent shall at all times during the term of this Contract, and any renewal or extension thereof, hold and maintain a valid certificate required of a superintendent by the State of Texas and issued by the State Board for Educator Certification or the Texas Education Agency and any other certificates required by law.

**2.3 Reassignment.** The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.

**2.4 Board Meetings.** The Superintendent shall attend, and shall be permitted to attend, all meetings of the Board, both public and closed, with the exception of those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract, or the Superintendent's evaluation, or for purposes of resolving conflicts between individual Board members, or when the Board is acting in its capacity as a tribunal. In the event of illness or Board-approved absence, the Superintendent's designee shall attend such meetings.

**2.5 Criticisms, Complaints, and Suggestions.** The Board, individually and collectively, shall refer in a timely manner all substantive criticisms, complaints, and suggestions called to the Board's attention either: (a) to the Superintendent for study and/or appropriate action, and the Superintendent shall refer such matter(s) to the appropriate District employee or shall investigate such matter(s) and shall within a reasonable time inform the Board of the results of such efforts; or, (b) to the appropriate complaint resolution procedure as established by District Board policies.

**2.6 Indemnification.** To the extent it may be permitted to do by applicable law, including, but not limited to Texas Civil Practice & Remedies Code Chapter 102, the District does hereby agree to defend, hold harmless, and indemnify Superintendent from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against Superintendent in the Superintendent's individual or official capacity as an employee and as Superintendent of the District, providing the incident(s), which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of Superintendent as an employee of the District, acting within the course and scope of Superintendent's employment with the District; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined that Superintendent committed official misconduct, or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the District or by Superintendent. The selection of Superintendent's legal counsel shall be with the mutual agreement of Superintendent and the District if such legal counsel is not also District's legal counsel. A legal defense may be provided through insurance coverage, in which case Superintendent's right to agree to legal counsel provided for him will depend on the terms of the

applicable insurance contract. To the extent this Section 2.6 exceeds the authority provided and limitations imposed by Texas Civil Practice & Remedies Code, Chapter 102, it shall be construed and modified accordingly. The provisions of this Section 2.6 shall survive the termination of this Contract.

### III. Compensation

3.1 **Salary.** The District shall provide the Superintendent with an annual salary in the sum of TWO HUNDRED THIRTY THOUSAND TWO HUNDRED NINETY EIGHT AND NO/100 (\$230,298.00). This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies. In addition, the District shall compensate the Superintendent for up to, but not to exceed, 14 additional days worked in excess of the 226-day contractual year. This compensation shall be paid at the Superintendent's daily rate of pay.

3.2 **Salary Adjustments.** At any time during the term of this Contract, the Board may, in its discretion, review and adjust the salary of the Superintendent, but in no event shall the Superintendent be paid less than the salary set forth in Section 3.1 of this Contract except by mutual agreement of the two parties. Such adjustments, if any, shall be made pursuant to a lawful Board resolution. In such event, the parties agree to provide their best efforts and reasonable cooperation to execute a new contract incorporating the adjusted salary. The Superintendent shall be awarded the same percentage annual raise as awarded to other administrators in the Bryan Independent School District. Further, at any time during the term of this Contract, the Board may, in its discretion, award a bonus to the Superintendent based on his performance, the performance of other employees under his supervision and / or the performance of the School District during his tenure.

3.3 **Vacation, Holiday and Personal Leave.** The Superintendent may take, at the Superintendent's choice, the greater of ten (10) days of vacation annually or the same number of days of vacation authorized by policies adopted by the Board for administrative employees on twelve-month contracts, the days to be taken in a single period or at different times. The vacation days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties as set forth in this Contract. Accrued but unused vacation days, up to a maximum of 5 days annually, shall accumulate and carry forward from year to year during the term of this Contract. The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees on twelve-month contracts. The Superintendent is hereby granted the same personal leave benefits as authorized by Board policies for administrative employees on twelve-month contracts.

3.4 **Insurance.** The District shall pay the premiums for medical (Gold Healthcare Plan) and dental (Platinum Plan) insurance coverage for the Superintendent and the Superintendent's family pursuant to the group health care plan provided by the District for its administrative employees.

3.5 **Professional Growth.** The Superintendent shall devote the Superintendent's time, attention, and energy to the direction, administration, and supervision of the District. The Board, however, encourages the continued professional growth of the Superintendent through the

Superintendent's active attendance at and participation in appropriate professional meetings at the local, regional, state and national levels. The Board shall encourage the use of data and information sources, and shall encourage the participation of the Superintendent in pertinent education seminars and courses offered by public or private institutions or by educational associations, as well as the participation in informational meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities for the District. In its encouragement of the Superintendent to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent as the Superintendent and the Board deem appropriate, to attend such seminars, courses or meetings. The District does hereby agree to provide in the District's budget during the term of this Contract for the benefit of the Superintendent, a professional development budget per contract year to be used for registration, travel, meals, lodging, and other related expenses. The District shall pay the Superintendent's membership dues to the American Association of School Administrators and the Texas Association of School Administrators, as well as other memberships necessary to maintain and improve the Superintendent's professional skills. The District shall bear the reasonable cost and expense for such attendance and membership.

**3.6 Civic Activities.** The Board encourages the Superintendent to become a member of and participate in community and civic affairs, including the chamber of commerce, civic clubs, governmental committees, and educational organizations. The Board concludes that such participation will serve a legitimate purpose related to the educational mission of the District. The Superintendent may hold offices or accept responsibilities in these professional organizations, provided that such responsibilities do not interfere with the performance of his duties as Superintendent. Prior to engaging in these activities, the Superintendent will notify the Board in writing of the activity. The Board will notify the Superintendent if the activity presents a conflict or interferes with the performance of his duties as Superintendent. The District shall reimburse the Superintendent for the cost of membership in all local civic organizations in which the Superintendent participates and related travel outside of the District, subject to advance Board approval.

**3.7 Outside Consultant Activities.** The Superintendent may serve as a consultant or undertake speaking engagements, writing, teaching or other professional duties and obligations outside the District (referred to collectively herein as "Consulting Services") that do not conflict or interfere with the Superintendent's professional responsibilities to the District. Consulting Services provided by the Superintendent under the terms and conditions of this paragraph must be consistent with state and federal law.

**3.8 Expenses.** The District shall pay or reimburse the Superintendent for reasonable expenses incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract. The District agrees to pay the actual and incidental costs incurred by the Superintendent for travel. Such actual or incidental costs may include, but are not limited to, gasoline, hotels and accommodations, meals, rental car, and other expenses incurred in the performance of the business of the District. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies.

3.9 **Laptop Computer.** The District shall provide a laptop computer for the Superintendent's business and personal use, at the sole cost and expense of the District. The Superintendent may purchase a new replacement laptop computer during the term of this Contract for the advantages offered by the then current laptop computer technology, subject to Board approval.

#### IV. Annual Performance Goals

4.1 **Development of Goals.** The Superintendent shall submit to the Board a preliminary list of goals for the District each year for the Board's consideration and adoption. The Superintendent and the Board shall then meet, and the Board shall approve or revise the list of goals. The Superintendent shall submit to the Board for its approval a plan to implement the goals. The Superintendent and the Board shall meet biannually to assess the goals and may adjust or revise the goals either by action of the Board or upon recommendation of the Superintendent and approval of the Board. The goals approved by the Board shall at all times be reduced to writing ("District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The Board agrees to work with and support the Superintendent in achieving the District Goals.

#### V. Review of Performance

5.1 **Time and Basis of Evaluation.** The Board shall evaluate and assess in writing the performance of the Superintendent at least once each year during the term of this Contract. The Board's evaluation and assessment of the Superintendent shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description and shall be based on the District's progress towards accomplishing the District Goals.

5.2 **Confidentiality.** Unless the Superintendent expressly requests otherwise in writing, the evaluation of the Superintendent shall at all times be conducted in executive session and shall be considered confidential to the extent permitted by law. Nothing herein shall prohibit the Board or the Superintendent from sharing the content of the Superintendent's evaluation with their respective legal counsel.

5.3 **Evaluation Format and Procedure.** The evaluation format and procedure shall be in accordance with the Board's policies and state and federal law. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the Superintendent. The Superintendent shall have the right to make a written response to the evaluation. That response shall become a permanent attachment to the evaluation in the Superintendent's personnel file. Within thirty (30) days of the delivery of the written

evaluation to the Superintendent, the Board shall meet with the Superintendent to discuss the evaluation. The Board shall devote a portion of, or all of, one executive session annually to a discussion of the working relationship between the Superintendent and the Board. It is also agreed that the Superintendent and Board will hold at least a semi-annual evaluation conference with a format agreeable to both sides. In the event the Board deems that the evaluation instrument, format, and/or procedure is to be modified by the Board and such modifications would require new or different performance expectations, the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

#### **VI. Extension or Nonrenewal of Employment Contract**

**6.1 Extension/Nonrenewal.** Extension and/or nonrenewal shall be in accordance with Board policy, Texas Education Code Chapter 21, Subchapter E, and applicable law. Notwithstanding anything to the contrary in Section 21.212(a) of the Texas Education Code, the Superintendent shall be entitled to written notice, containing reasonable notice of the reason for the proposed nonrenewal, not later than 150 days before the last day of the contract term, containing reasonable notice of the reason(s) for the proposed nonrenewal of the Superintendent's Contract with the District.

#### **VII. Termination of Employment Contract**

**7.1 Mutual Agreement.** This Contract may be terminated by the mutual agreement of the Superintendent and the Board in writing upon such terms and conditions as may be mutually agreed upon.

**7.2 Retirement or Death.** This Contract shall be terminated upon the retirement or death of the Superintendent.

**7.3 Dismissal for Good Cause.** The Board may dismiss the Superintendent during the term of the Contract for good cause. The term "good cause" is defined as follows:

- (a) Failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract;
- (b) Incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda, or other written communication from the Board; provided, however, the terms and conditions of this paragraph shall not justify good cause unless the Board has provided the Superintendent a reasonable opportunity to remediate any incompetency or inefficiency;
- (c) Insubordination or failure to comply with lawful written Board directives;
- (d) Failure to comply with the Board's policies or the District's administrative regulations;
- (e) Neglect of duties;
- (f) Drunkenness or excessive use of alcoholic beverages;
- (g) Illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substances Act;

- (h) Conviction of a felony or crime involving moral turpitude;
- (i) Failure to meet the District's standards of professional conduct;
- (j) Failure to comply with reasonable District professional development requirements regarding advanced course work or professional development;
- (k) Disability, not otherwise protected by law, that impairs performance of the required duties of the Superintendent;
- (l) Immorality, which is conduct the Board determines is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity;
- (m) Assault on an employee or student;
- (n) Knowingly falsifying records or documents related to the District's activities;
- (o) Conscious misrepresentation of facts to the Board or other District officials in the conduct of the District's business;
- (p) Failure to fulfill requirements for superintendent certification; or,
- (q) Any other reason constituting "good cause" under Texas law.

**7.4 Termination Procedure.** In the event that the Board terminates this Contract for "good cause," the Superintendent shall be afforded all the rights as set forth in the Board's policies and state and federal law.

**7.5 Resignation of Superintendent.** The Superintendent may leave the employment of the District at the end of a school year without penalty by filing a written resignation with the Board. The resignation must be addressed to the Board and filed not later than the 45th day before the first day of instruction of the following year. The Superintendent may resign with the consent of the Board at any other time.

## VIII. Miscellaneous

**8.1 Controlling Law.** This Contract shall be governed by the laws of the State of Texas and shall be performable in Brazos County, Texas, unless otherwise provided by law.

**8.2 Complete Agreement.** This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties, except as expressly provided herein.

**8.3 Conflicts.** In the event of any conflict between the terms, conditions, and provisions of this Contract and the provisions of the Board's policies, or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the Contract.

**8.4 Savings Clause.** In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision thereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained

herein. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Superintendent have been superseded by this Contract, and this Contract constitutes the entire agreement between the parties unless amended pursuant to the terms of this Contract.

*[SIGNATURES TO FOLLOW]*

BRYAN INDEPENDENT SCHOOL DISTRICT

By: \_\_\_\_\_  
Douglas Wunneburger, President, Board of Trustees

ATTEST:

By: \_\_\_\_\_  
Felicia Carter-Benford, Secretary, Board of Trustees

Executed this 21st day of March 2016.

SUPERINTENDENT

By: \_\_\_\_\_  
Dr. Thomas A. Wallis

Executed this 21st day of March 2016.

**SUPERINTENDENT'S EMPLOYMENT CONTRACT**

STATE OF TEXAS           §  
                                   §       **KNOW ALL MEN BY THESE PRESENTS:**  
 COUNTY OF BRAZOS       §

THIS SUPERINTENDENT'S EMPLOYMENT CONTRACT ("Contract") is made and entered into effective the 23rd day of March, 2015 ("Effective Date"), by and between the Board of Trustees (the "Board") of the Bryan Independent School District (the "District") and Dr. Thomas A. Wallis (the "Superintendent").

**WITNESSETH:**

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201(b) and Chapter 21, Subchapter E of the Texas Education Code, have agreed, and do hereby agree, as follows:

**I. Term**

1.1 **Term.** The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years, commencing on July 1, 2015, and ending on June 30, 2018. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

1.2 **No Tenure.** The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

**II. Employment**

2.1 **Duties.** The Superintendent is the chief executive of the District and shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed in the job description and as may be lawfully assigned by the Board, and shall comply with all lawful Board directives, state and federal law, district policy, rules, and regulations as they exist or may hereafter be amended. Specifically, it shall be the duty of the Superintendent to recommend for employment all professional employees of the District subject to the Board's approval. It shall be the further duty of the Superintendent to employ all other personnel consistent with the Board's policies. It shall be the further duty of the Superintendent to direct, assign, reassign, and evaluate all of the employees of the District consistent with Board policies and federal and state law. It shall be the further duty of the Superintendent to organize, reorganize, and arrange the staff of the District, and to develop and establish administrative regulations, rules, and procedures which the Superintendent deems necessary for the efficient and effective operation of the District consistent with the Board's lawful directives, the Board's policies, and state and federal law. It shall be the further duty of the Superintendent to accept all resignations of



employees of the District consistent with the Board's policies, except the Superintendent's resignation, which must be accepted by the Board. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill, and expertise. All duties assigned to the Superintendent by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent.

**2.2 Professional Certification.** The Superintendent shall at all times during the term of this Contract, and any renewal or extension thereof, hold and maintain a valid certificate required of a superintendent by the State of Texas and issued by the State Board for Educator Certification or the Texas Education Agency and any other certificates required by law.

**2.3 Reassignment.** The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.

**2.4 Board Meetings.** The Superintendent shall attend, and shall be permitted to attend, all meetings of the Board, both public and closed, with the exception of those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract, or the Superintendent's evaluation, or for purposes of resolving conflicts between individual Board members, or when the Board is acting in its capacity as a tribunal. In the event of illness or Board-approved absence, the Superintendent's designee shall attend such meetings.

**2.5 Criticisms, Complaints, and Suggestions.** The Board, individually and collectively, shall refer in a timely manner all substantive criticisms, complaints, and suggestions called to the Board's attention either: (a) to the Superintendent for study and/or appropriate action, and the Superintendent shall refer such matter(s) to the appropriate District employee or shall investigate such matter(s) and shall within a reasonable time inform the Board of the results of such efforts; or, (b) to the appropriate complaint resolution procedure as established by District Board policies.

**2.6 Indemnification.** To the extent it may be permitted to do by applicable law, including, but not limited to Texas Civil Practice & Remedies Code Chapter 102, the District does hereby agree to defend, hold harmless, and indemnify Superintendent from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against Superintendent in the Superintendent's individual or official capacity as an employee and as Superintendent of the District, providing the incident(s), which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of Superintendent as an employee of the District, acting within the course and scope of Superintendent's employment with the District; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined that Superintendent committed official misconduct, or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the District or by Superintendent. The selection of Superintendent's legal counsel shall be with the mutual agreement of Superintendent and the District if such legal counsel is not also District's legal counsel. A legal defense may be provided through insurance coverage, in which case

Superintendent's right to agree to legal counsel provided for him will depend on the terms of the applicable insurance contract. To the extent this Section 2.6 exceeds the authority provided and limitations imposed by Texas Civil Practice & Remedies Code, Chapter 102, it shall be construed and modified accordingly. The provisions of this Section 2.6 shall survive the termination of this Contract.

### III. Compensation

**3.1 Salary.** The District shall provide the Superintendent with an annual salary in the sum of TWO HUNDRED SIX THOUSAND TWO HUNDRED AND SEVEN DOLLARS AND NO/100 (\$206,207.00). This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies. In addition, the District shall compensate the Superintendent for up to, but not to exceed, 14 additional days worked in excess of the 226 day contractual year. This compensation shall be paid at the Superintendent's daily rate of pay.

**3.2 Salary Adjustments.** At any time during the term of this Contract, the Board may, in its discretion, review and adjust the salary of the Superintendent, but in no event shall the Superintendent be paid less than the salary set forth in Section 3.1 of this Contract except by mutual agreement of the two parties. Such adjustments, if any, shall be made pursuant to a lawful Board resolution. In such event, the parties agree to provide their best efforts and reasonable cooperation to execute a new contract incorporating the adjusted salary. The Superintendent shall be awarded the same percentage annual raise as awarded to other administrators in the Bryan Independent School District. Further, at any time during the term of this Contract, the Board may, in its discretion, award a bonus to the Superintendent based on his performance, the performance of other employees under his supervision and / or the performance of the School District during his tenure.

**3.3 Vacation, Holiday and Personal Leave.** The Superintendent may take, at the Superintendent's choice, the greater of ten (10) days of vacation annually or the same number of days of vacation authorized by policies adopted by the Board for administrative employees on twelve-month contracts, the days to be taken in a single period or at different times. The vacation days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties as set forth in this Contract. Accrued but unused vacation days, up to a maximum of 5 days annually, shall accumulate and carry forward from year to year during the term of this Contract. The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees on twelve-month contracts. The Superintendent is hereby granted the same personal leave benefits as authorized by Board policies for administrative employees on twelve-month contracts.

**3.4 Insurance.** The District shall pay the premiums for medical (Gold Healthcare Plan) and dental (Platinum Plan) insurance coverage for the Superintendent and the Superintendent's family pursuant to the group health care plan provided by the District for its administrative employees.

**3.5 Professional Growth.** The Superintendent shall devote the Superintendent's time, attention, and energy to the direction, administration, and supervision of the District. The Board,

however, encourages the continued professional growth of the Superintendent through the Superintendent's active attendance at and participation in appropriate professional meetings at the local, regional, state and national levels. The Board shall encourage the use of data and information sources, and shall encourage the participation of the Superintendent in pertinent education seminars and courses offered by public or private institutions or by educational associations, as well as the participation in informational meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities for the District. In its encouragement of the Superintendent to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent as the Superintendent and the Board deem appropriate, to attend such seminars, courses or meetings. The District does hereby agree to provide in the District's budget during the term of this Contract for the benefit of the Superintendent, a professional development budget per contract year to be used for registration, travel, meals, lodging, and other related expenses. The District shall pay the Superintendent's membership dues to the American Association of School Administrators and the Texas Association of School Administrators, as well as other memberships necessary to maintain and improve the Superintendent's professional skills. The District shall bear the reasonable cost and expense for such attendance and membership.

**3.6 Civic Activities.** The Board encourages the Superintendent to become a member of and participate in community and civic affairs, including the chamber of commerce, civic clubs, governmental committees, and educational organizations. The Board concludes that such participation will serve a legitimate purpose related to the educational mission of the District. The Superintendent may hold offices or accept responsibilities in these professional organizations, provided that such responsibilities do not interfere with the performance of his duties as Superintendent. Prior to engaging in these activities, the Superintendent will notify the Board in writing of the activity. The Board will notify the Superintendent if the activity presents a conflict or interferes with the performance of his duties as Superintendent. The District shall reimburse the Superintendent for the cost of membership in all local civic organizations in which the Superintendent participates and related travel outside of the District, subject to advance Board approval.

**3.7 Outside Consultant Activities.** The Superintendent may serve as a consultant or undertake speaking engagements, writing, teaching or other professional duties and obligations outside the District (referred to collectively herein as "Consulting Services") that do not conflict or interfere with the Superintendent's professional responsibilities to the District. Consulting Services provided by the Superintendent under the terms and conditions of this paragraph must be consistent with state and federal law.

**3.8 Expenses.** The District shall pay or reimburse the Superintendent for reasonable expenses incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract. The District agrees to pay the actual and incidental costs incurred by the Superintendent for travel. Such actual or incidental costs may include, but are not limited to, gasoline, hotels and accommodations, meals, rental car, and other expenses incurred in the performance of the business of the District. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies.

**3.9 Travel – Allowance.** The Board shall provide the Superintendent with a travel allowance for in District travel in the sum of SEVEN HUNDRED FIFTY AND NO/100 DOLLARS (\$750.00) per month. In addition to the allowance provided herein, the Board shall reimburse the Superintendent for out of District travel incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract.

**3.10 Telecommunications – Allowance.** School District shall pay Superintendent TWO HUNDRED FIFTY AND NO/100 DOLLARS (\$250.00) per month for a telecommunications allowance. The Superintendent shall maintain a personal account for mobile telephone/home internet service and shall not open an account in the name of the District. The Superintendent shall have total responsibility for payment of his personal account and the District shall have no obligation or responsibility related to said mobile telephone/internet account(s) other than the monthly payment to the Superintendent of the telecommunications allowance stated herein. This telecommunications allowance may be adjusted annually by mutual consent of Board and Superintendent.

**3.11 Laptop Computer.** The District shall provide a laptop computer for the Superintendent's business and personal use, at the sole cost and expense of the District. The Superintendent may purchase a new replacement laptop computer during the term of this Contract for the advantages offered by the then current laptop computer technology, subject to Board approval.

**3.12 Moving/Relocation Expense – Allowance.** In connection with the necessary relocation of the Superintendent and the Superintendent's family to the District, the District shall pay the Superintendent the sum of FIVE THOUSAND AND NO/100 DOLLARS (\$5,000.00). The moving and relocation expense allowance is paid in lieu of any other compensation or reimbursement for the cost and expense of moving the Superintendent's family and belongings.

**3.13 Consulting Duties.** The District and Superintendent agree that at the District's request following the Effective Date and prior to July 1, 2011, the Superintendent may provide consulting duties to the Board; provided, however, that these duties and the date for performing such duties shall be mutually agreeable to the Board and Superintendent and in no event shall interfere with the Superintendent's current duties as superintendent of Palestine Independent School District. The Superintendent shall be paid on a per diem basis for rendering consulting duties at his daily rate of pay, which is calculated by dividing the salary set forth in section 3.1 of this Agreement by 226 days (\$187,000/226=\$827.43 daily rate).

#### **IV. Annual Performance Goals**

**4.1 Development of Goals.** The Superintendent shall submit to the Board a preliminary list of goals for the District each year for the Board's consideration and adoption. The Superintendent and the Board shall then meet, and the Board shall approve or revise the list of goals. The Superintendent shall submit to the Board for its approval a plan to implement the goals. The Superintendent and the Board shall meet biannually to assess the goals and may adjust or revise the goals either by action of the Board or upon recommendation of the Superintendent and approval of the Board. The goals approved by the Board shall at all times be

reduced to writing ("District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The Board agrees to work with and support the Superintendent in achieving the District Goals.

## **V. Review of Performance**

**5.1 Time and Basis of Evaluation.** The Board shall evaluate and assess in writing the performance of the Superintendent at least once each year during the term of this Contract. The Board's evaluation and assessment of the Superintendent shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description and shall be based on the District's progress towards accomplishing the District Goals.

**5.2 Confidentiality.** Unless the Superintendent expressly requests otherwise in writing, the evaluation of the Superintendent shall at all times be conducted in executive session and shall be considered confidential to the extent permitted by law. Nothing herein shall prohibit the Board or the Superintendent from sharing the content of the Superintendent's evaluation with their respective legal counsel.

**5.3 Evaluation Format and Procedure.** The evaluation format and procedure shall be in accordance with the Board's policies and state and federal law. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the Superintendent. The Superintendent shall have the right to make a written response to the evaluation. That response shall become a permanent attachment to the evaluation in the Superintendent's personnel file. Within thirty (30) days of the delivery of the written evaluation to the Superintendent, the Board shall meet with the Superintendent to discuss the evaluation. The Board shall devote a portion of, or all of, one executive session annually to a discussion of the working relationship between the Superintendent and the Board. It is also agreed that the Superintendent and Board will hold at least a semi-annual evaluation conference with a format agreeable to both sides. In the event the Board deems that the evaluation instrument, format, and/or procedure is to be modified by the Board and such modifications would require new or different performance expectations, the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

## **VI. Extension or Nonrenewal of Employment Contract**

**6.1 Extension/Nonrenewal.** Extension and/or nonrenewal shall be in accordance with Board policy, Texas Education Code Chapter 21, Subchapter E, and applicable law. Notwithstanding anything to the contrary in Section 21.212(a) of the Texas Education Code, the Superintendent shall be entitled to written notice, containing reasonable notice of the reason for the proposed nonrenewal, not later than 150 days before the last day of the contract term, containing

reasonable notice of the reason(s) for the proposed nonrenewal of the Superintendent's Contract with the District.

## **VII. Termination of Employment Contract**

**7.1 Mutual Agreement.** This Contract may be terminated by the mutual agreement of the Superintendent and the Board in writing upon such terms and conditions as may be mutually agreed upon.

**7.2 Retirement or Death.** This Contract shall be terminated upon the retirement or death of the Superintendent.

**7.3 Dismissal for Good Cause.** The Board may dismiss the Superintendent during the term of the Contract for good cause. The term "good cause" is defined as follows:

- (a) Failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract;
- (b) Incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda, or other written communication from the Board; provided, however, the terms and conditions of this paragraph shall not justify good cause unless the Board has provided the Superintendent a reasonable opportunity to remediate any incompetency or inefficiency;
- (c) Insubordination or failure to comply with lawful written Board directives;
- (d) Failure to comply with the Board's policies or the District's administrative regulations;
- (e) Neglect of duties;
- (f) Drunkenness or excessive use of alcoholic beverages;
- (g) Illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substances Act;
- (h) Conviction of a felony or crime involving moral turpitude;
- (i) Failure to meet the District's standards of professional conduct;
- (j) Failure to comply with reasonable District professional development requirements regarding advanced course work or professional development;
- (k) Disability, not otherwise protected by law, that impairs performance of the required duties of the Superintendent;
- (l) Immorality, which is conduct the Board determines is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity;
- (m) Assault on an employee or student;
- (n) Knowingly falsifying records or documents related to the District's activities;
- (o) Conscious misrepresentation of facts to the Board or other District officials in the conduct of the District's business;
- (p) Failure to fulfill requirements for superintendent certification; or,
- (q) Any other reason constituting "good cause" under Texas law.

**7.4 Termination Procedure.** In the event that the Board terminates this Contract for "good cause," the Superintendent shall be afforded all the rights as set forth in the Board's policies and state and federal law.

**7.5 Resignation of Superintendent.** The Superintendent may leave the employment of the District at the end of a school year without penalty by filing a written resignation with the Board. The resignation must be addressed to the Board and filed not later than the 45th day before the first day of instruction of the following year. The Superintendent may resign with the consent of the Board at any other time.

### **VIII. Miscellaneous**

**8.1 Controlling Law.** This Contract shall be governed by the laws of the State of Texas and shall be performable in Brazos County, Texas, unless otherwise provided by law.

**8.2 Complete Agreement.** This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties, except as expressly provided herein.

**8.3 Conflicts.** In the event of any conflict between the terms, conditions, and provisions of this Contract and the provisions of the Board's policies, or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the Contract.

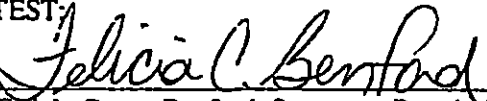
**8.4 Savings Clause.** In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision thereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Superintendent have been superseded by this Contract, and this Contract constitutes the entire agreement between the parties unless amended pursuant to the terms of this Contract.

**[SIGNATURES TO FOLLOW]**

BRYAN INDEPENDENT SCHOOL DISTRICT

By:   
David Stasny, President, Board of Trustees

ATTEST:

By:   
Felicia Carter-Benford, Secretary, Board of Trustees

Executed this 30<sup>th</sup> day of March 2015.

SUPERINTENDENT

By:   
Dr. Thomas A. Wallis

Executed this 30<sup>th</sup> day of March 2014.



**Thomas Wallis**

11am - 11:30am Teaching and Learning Update

Video call:

[https://plus.google.com/hangouts/\\_/bryanisd.org/barbara-ybarra?hceid=dGhvbWFzLndhbGxpc0E](https://plus.google.com/hangouts/_/bryanisd.org/barbara-ybarra?hceid=dGhvbWFzLndhbGxpc0E)

Where: Supt. Office

Calendar: Thomas Wallis

Created by: Tiffany Lee

Who: Barbara Ybarra, Thomas Wallis

Going? No

**Sat Jun 18, 2016**

All day Baseball Tournament - Baylor

Fri Jun 17, 2016 - Mon Jun 20, 2016

Video call:

[https://plus.google.com/hangouts/\\_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi](https://plus.google.com/hangouts/_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi)

Where: Baylor University, 1612 S University Parks Dr, Waco, TX 76706, United States

Calendar: Thomas Wallis

Created by: Tiffany Lee

**Sun Jun 19, 2016**

All day Baseball Tournament - Baylor

Fri Jun 17, 2016 - Mon Jun 20, 2016

Video call:

[https://plus.google.com/hangouts/\\_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi](https://plus.google.com/hangouts/_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi)

Where: Baylor University, 1612 S University Parks Dr, Waco, TX 76706, United States

Calendar: Thomas Wallis

Created by: Tiffany Lee

All day Vacation - Wallis

Sun Jun 19, 2016 - Fri Jun 24, 2016

Video call:

[https://plus.google.com/hangouts/\\_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0B](https://plus.google.com/hangouts/_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0B)

Calendar: Thomas Wallis

Created by: Tiffany Lee

**Mon Jun 20, 2016**

All day Vacation - Wallis

Sun Jun 19, 2016 - Fri Jun 24, 2016

Video call:

[https://plus.google.com/hangouts/\\_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0B](https://plus.google.com/hangouts/_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0B)

Calendar: Thomas Wallis

Created by: Tiffany Lee

## Thomas Wallis

## 9am - 5pm Cabinet Meeting

**Video call:**

[https://plus.google.com/hangouts/\\_/bryanisd.org/cabinet-meeting?hceid=dGhvbWFzLndhbGxpcC](https://plus.google.com/hangouts/_/bryanisd.org/cabinet-meeting?hceid=dGhvbWFzLndhbGxpcC)

**Where:** Small conference room in the Accountability Department (suite 107)

**Calendar:** Thomas Wallis

**Created by:** Tiffany Lee

**Who:**

Timothy Rocka, Brandon Webb, Amy Drozd, Thomas Wallis, Barbara Ybarra, Harry Wright Jr., Jeff Windsor

## 6pm - 9pm Board Meeting

**Where:** board room

**Calendar:** Thomas Wallis

**Created by:** Loraine Cline

## Tue Jun 21, 2016

 All day Vacation - Wallis

Sun Jun 19, 2016 - Fri Jun 24, 2016

**Video call:**

[https://plus.google.com/hangouts/\\_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0B](https://plus.google.com/hangouts/_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0B)

**Calendar:** Thomas Wallis

**Created by:** Tiffany Lee

 8am - 9am Chamber of Commerce Meeting

**Calendar:** Thomas Wallis

**Created by:** Tiffany Lee

## 2pm - 5pm TAIS - Justin Smith &amp; Becky Harrison

**Video call:**

[https://plus.google.com/hangouts/\\_/bryanisd.org/barbara-ybarra?hceid=YmFyYmFyYS55YmFycml](https://plus.google.com/hangouts/_/bryanisd.org/barbara-ybarra?hceid=YmFyYmFyYS55YmFycml)

**Where:** SRMS

**Who:** Thomas Wallis, Barbara Ybarra

**Going?** Yes

**Description:** Initial meeting to discuss improvement planning at SRMS with campus principal.

## Wed Jun 22, 2016

 All day Vacation - Wallis

Sun Jun 19, 2016 - Fri Jun 24, 2016

**Video call:**

[https://plus.google.com/hangouts/\\_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0B](https://plus.google.com/hangouts/_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0B)

**Calendar:** Thomas Wallis

**Created by:** Tiffany Lee

 8am - 8:45am WORD
**Video call:**

[https://plus.google.com/hangouts/\\_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi](https://plus.google.com/hangouts/_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi)

**Where:** Office

**Calendar:** Thomas Wallis

**Created by:** Tiffany Lee

**Description:** Wednesday in the WORD!

## Thomas Wallis

11:30am - 1pm Rotary

Where: Briarcrest Country Club  
 Calendar: Thomas Wallis  
 Created by: Loraine Cline

## Thu Jun 23, 2016

All day Vacation - Wallis

Sun Jun 19, 2016 - Fri Jun 24, 2016

Video call:

[https://plus.google.com/hangouts/\\_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0B](https://plus.google.com/hangouts/_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0B)

Calendar: Thomas Wallis

Created by: Tiffany Lee

## Fri Jun 24, 2016

All day Baseball Tournament - Sam Houston

Fri Jun 24, 2016 - Sun Jun 26, 2016

Video call:

[https://plus.google.com/hangouts/\\_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi](https://plus.google.com/hangouts/_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi)

Calendar: Thomas Wallis

Created by: Tiffany Lee

8:30am - 9:30am Board Notes Review & Schedule Prep

Calendar: Thomas Wallis

Created by: Tiffany Lee

Description: Review Board Notes and plan/prepare schedule for the up-coming week.

11am - 11:30am Teaching and Learning Update

Video call:

[https://plus.google.com/hangouts/\\_/bryanisd.org/barbara-ybarra?hceid=dGhvbWFzLndhbGxpc0E](https://plus.google.com/hangouts/_/bryanisd.org/barbara-ybarra?hceid=dGhvbWFzLndhbGxpc0E)

Where: Supt. Office

Calendar: Thomas Wallis

Created by: Tiffany Lee

Who: Thomas Wallis, Barbara Ybarra

Going? No

## Sat Jun 25, 2016

All day Baseball Tournament - Sam Houston

Fri Jun 24, 2016 - Sun Jun 26, 2016

Video call:

[https://plus.google.com/hangouts/\\_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi](https://plus.google.com/hangouts/_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi)

Calendar: Thomas Wallis

Created by: Tiffany Lee

All day Baseball Tournament - TBA

Sat Jun 25, 2016 - Mon Jun 27, 2016

Video call:

[https://plus.google.com/hangouts/\\_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi](https://plus.google.com/hangouts/_/bryanisd.org/thomas-wallis?hceid=dGhvbWFzLndhbGxpc0Bi)

Calendar: Thomas Wallis

Created by: Tiffany Lee

# AUGUST

## MONTHLY REMINDERS

## MONDAY

## TUESDAY

- Implement district/campus improvement plans
- Review procedures for dismissal of school due to weather conditions
- Hold District & Campus SBDM Committee Elections (TEC§ 11.252-3)
- Distribute/publish *Notification of Parents' Rights* (TEC§26.0)
- Distribute copies of *TEC Chapter 37* and local discipline policies to professional staff (TEC§37.018)
- Review/amend *Student Code of Conduct*\*
- Establish at least one Parent-Teacher Organization at each school (TEC§26.001(e))
- Evaluate district's decision-making and planning policies every two years (TEC§11.252 (d))
- Prepare final budget amendments for prior year\*
- Accountability Data posted publicly on TEA website
- TAPR to districts
- Call trustee election (for November)\*
- Review Family and Community Engagement (TEC§39.0545)
- Federal programs compliance report due for previous year

### Budget and Tax Rate:

- Post on school website a statement that indicates that it adopted a tax rate that will raise more taxes for maintenance and operations than last year's tax rate.
- Post on school website a summary of the proposed budget if it maintains a website: summary must be concurrently posted with notice of the budget.
- Prominently post on the district's website for three years an external link to the budget adopted by the board of trustees.
- Publish *Notice of Public Meeting to Discuss Budget and Proposed Tax Rate* (Publish at least 10 days before meeting)
- Post 72-hour notice of meeting to discuss budget and proposed tax rate
- Hold meeting to discuss budget and proposed tax rate
- Post 72-hour notice meeting to adopt budget and tax rate
- Hold meeting to adopt budget and proposed tax rate on or before August 31\*

### Charters only:

- Charter schools' calendars due
- Post Charter School Superintendent Salary on Charter website

\*Requires Board approval

3	X	4
10	X	11
Texas Association of Secondary School Principals (TASSP), Austin		
17	X	18
24	X	25
31	X	

*No July 4 holiday*  
*USA + CONF*  
*WTAH*

JULY 2015

S	M	T	W	T	F	S
		X	X	X		4
5	X	X	X	X	X	X
12	X	X	X	X	X	X
19	X	X	X	X	X	25
26	X	X	X	X	X	

SEPTEMBER 2015

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY/SUNDAY
	23		1
5 X	6 X	7 X Public Release of School Accountability Ratings	8 9 Texas Association of Secondary School Principals (TASSP), Austin
12 X	13 X	14 X	15 Education Dinner 16
19 X	20	21 X	22 Concerned Please Men seen 11am - 1pm 23
26 X	27 X	28 X	29 30 ?

# SEPTEMBER

## MONTHLY REMINDERS

MONDAY

TUESDAY

- Post metered amounts of electricity, water and gas consumption for which the district is required to pay and aggregate amounts of those services.
- Post current accountability ratings, current *TAPR Report* and current *School Report Card* on district website by 10th day of the school year (TECS39.252)
- Review student attendance figures as compared to prior year and budget projections
- Review pledged securities *we do every yr*
- Prepare for annual financial audit
- Publish *Annual Public Notification of Nondiscrimination in Career Technology Education Programs*
- Publish name, address, phone number of Title IX Coordinator and complaint procedures
- Post public information (GBA)
- Review 504 procedures
- Identify date for renewal of teacher contracts *no late notice*
- Review and set credit by examination dates
- Investment policies annual review *do in may*
- Establish Local School Health Education Advisory Council (TECS28.004 (e))
- Prepare board training calendar
- Review Family and Community Engagement (TECS 39.0545) *Do in late Sept*
- Prep PNP Affirmation and Equitable services worksheets for districts with private schools within their boundaries
- Annual Survey for HQ teachers for beginning of year available *will do Sept 15*
- Federal Programs application closes
- \*Requires Board approval

**PEIMS Dates:**

- Extended year (14-15) PEIMS submission due to TEA on September 3
- Summer (14-15) PEIMS data available to customers on September 18
- Extended year (14-15) PEIMS resubmission due to TEA on September 24
- PEIMS (15-16) Close of school start window on September 25

	1	<del>X</del>
7	8	<del>X</del>
Labor Day ESC6 Holiday		
14	15	<del>X</del>
<del>X</del>	<del>X</del>	
Texas Association of Community Schools, Austin	Texas Association of Community Schools, Austin	
21	22	<i>BOARD meeting 6:00</i> <del>X</del>
<del>X</del>	<del>X</del>	

**AUGUST 2015**

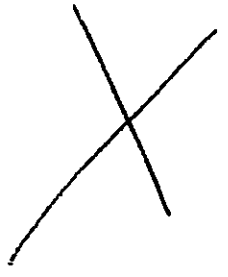
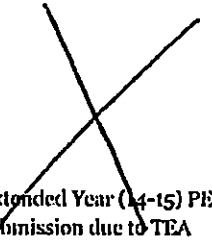
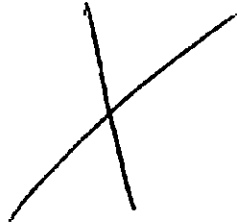
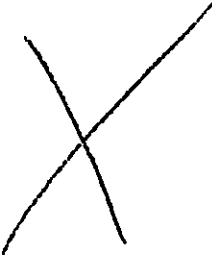

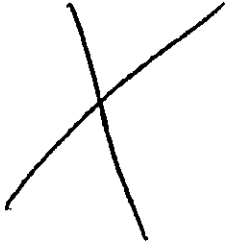
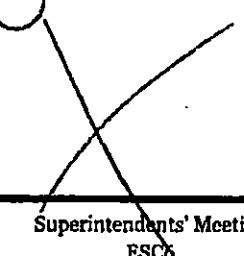
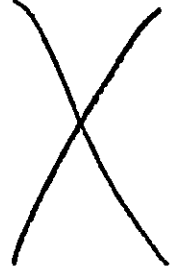
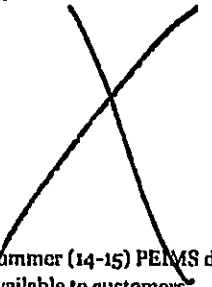
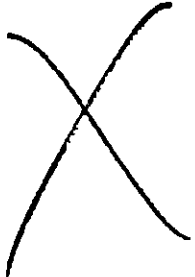
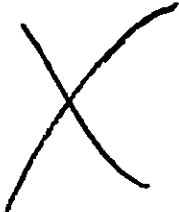
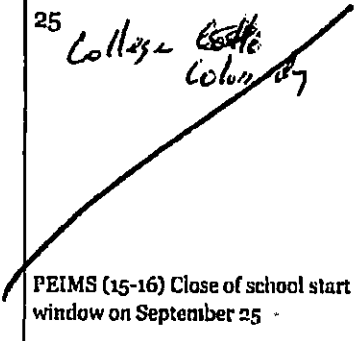
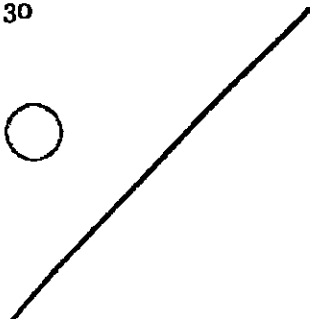
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**OCTOBER 2015**

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28	29	<i>Admin meeting</i> <del>X</del>
<del>X</del>	<del>X</del>	

2015

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY/SUNDAY
<p>2</p> 	<p>3</p>  <p>Extended Year (14-15) PEIMS submission due to TEA</p>	<p>4</p> 	<p>5</p>
<p>9</p>  <p>State Board of Education Meeting</p>	<p>10</p>  <p>State Board of Education Meeting</p>	<p>11</p>  <p>State Board of Education Meeting</p>	<p>6</p> <p>12</p> <p>13 Grandparents' Day</p> <p>Texas Association of Community Schools, Austin</p>
<p>16</p>  <p>Superintendents' Meeting ESCs</p>	<p>17</p> 	<p>18</p>  <p>Summer (14-15) PEIMS data available to customers</p>	<p>19</p> <p>20</p>
<p>23</p> 	<p>24</p>  <p>Extended Year (14-15) PEIMS resubmission due to TEA</p>	<p>25</p> <p>College <del>Costs</del> Colony</p>  <p>PEIMS (15-16) Close of school start window on September 25</p>	<p>26</p> <p>27</p>
<p>30</p> 		<p>20</p>	

# OCTOBER

## MONTHLY REMINDERS

## MONDAY

## TUESDAY

- Post metered amounts of electricity, water and gas consumption for which the district is required to pay and aggregate amounts of those services.
- Distribute tax statements
- Approve Independent Audit Report\*
- Approve textbook committees\*
- Review sexual harassment procedures
- Annual Report - Plan for public discussion; dissemination (must include TAPR information)
- Calculate State Aid using end-of-first-six-weeks student data
- Superintendent's formative evaluation
- Administrators' formative evaluation
- Hold public hearing on TAPR report (TEC§39-053(b)) (as soon as possible)
- Ensure School Report Card is included with first six weeks grade report (TEC§39.251)
- Review Family and Community Engagement (TEC§ 39.0545)
- TEA submission: PNP affirmations and equitable services worksheets
- Review PEIMS data for NCLB Program areas prior to snapshot date
- Ongoing: Send parent notification letters for non-HQ staff if applicable.

\*Requires Board approval

### Charters Only:

- Charter holder must file annual governance report with Charter Schools Division at TEA

### PEIMS Dates :

- Edit+ open to process Fall/Mid Year PEIMS files on October 5, 2015
- Extended year (14-15) PEIMS data available to customers on October 22, 2015
- PEIMS snapshot (As of) date on October 30, 2015 (budget, staff, enrollment, graduation, dropout, leaver and program participation)

- Crime prevention month
- Fire prevention wk 4-10
- National School Lunch week 12-16
- National School Bus Safety wk 19-23
- Red Ribbon week 10/23-31

Crime Prevention Month Computer Learning Month Diversity Awareness Month Head Start Awareness Month	
5 - Board Meeting - 2nd weeks starts Edit+ Open to Process Fall/Mid Year PEIMS Files TEPSA Conference Austin	6 TASA/TASB Fall Conference Austin
12 TE Day Columbus Day National School Lunch Week (12-16) Student Holiday	13
19 Board meeting 6-9 Safe Schools Week (19-23) National School Bus Safety Week (19-23)	20
26	27 Addition meeting

### SEPTEMBER 2015

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### NOVEMBER 2015

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2015

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY/SUNDAY
<p>22 1/2</p>	<p>1</p>	<p>2 End of 1st 6 weeks</p>	<p>3</p> <p>TASA/TASB Fall Conference Austin</p> <p>4</p> <p>TEPSA Conference Austin</p> <p>TASA/TASB Fall Conference Austin</p>
<p>7</p>	<p>8</p>	<p>9</p>	<p>10</p> <p>11</p>
<p>14</p> <p>PSAT</p>	<p>15</p>	<p>16</p> <p>BHS Homecoming National Boss' Day</p>	<p>17</p> <p>18</p>
<p>21</p> <p>Superintendents' Meeting ESC6 Read Habit 2</p>	<p>22</p> <p>Extended Year (14-15) PEIMS data available to customers</p>	<p>23</p> <p>RHS Homecoming Red Ribbon Week (23-31)</p>	<p>24</p> <p>ACT test?</p> <p>25</p>
<p>28</p>	<p>29</p>	<p>30</p> <p>College Colors PEIMS Snapshot (budget, staff, enrollment, graduation, dropout, leaver and program participation)</p>	<p>31</p> <p>Halloween</p>

# NOVEMBER

## MONTHLY REMINDERS

## MONDAY

## TUESDAY

- Post metered amounts of electricity, water and gas consumption for which the district is required to pay and aggregate amounts of those services.
- *Transportation Operations Report* due December 2015
- Annual Audit Report due to TEA no later than November 27th for districts with June 30th fiscal year-end
- Canvass trustee election results\*
- Reorganize Board of Trustees\*
- Local orientation for new board members
- Statement of Office and Oath of Office
- State Compensatory Education (TEC§44.001)
- Review Family and Community Engagement (TEC§ 39.0545)
- TEA submission: Annual survey of HQ teachers for beginning of year
- \*Requires Board approval

**Charter Only:**

- Bank Depository Contract due to TEA - November 1, 2015

American Indian Heritage Month

2 Basin w/s.

3 Election Days

9 Basin 3rd & w/s

10

16 Basin meeting

17

23

TE

24

TE

30

- American ED WK 16.20  
 - Native American Heritage Month


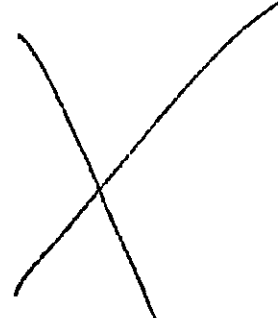
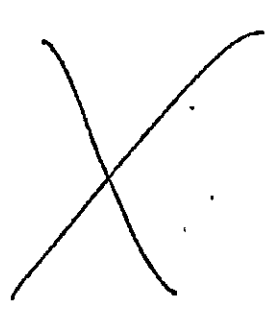
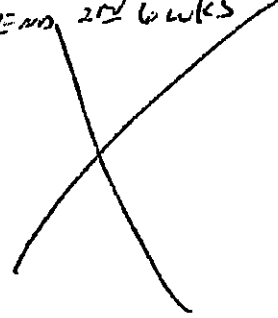
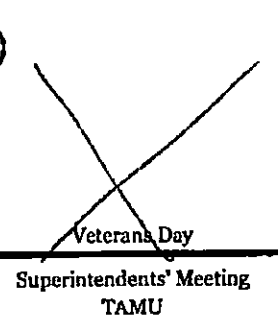
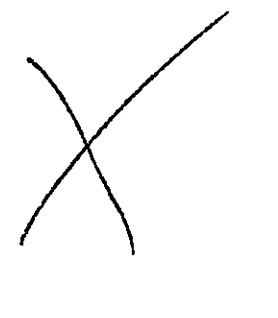
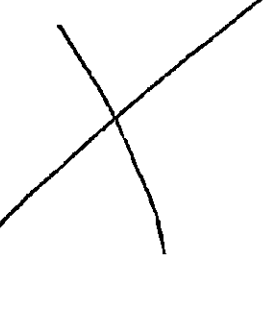
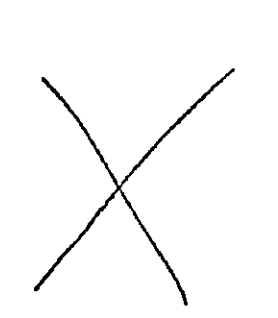
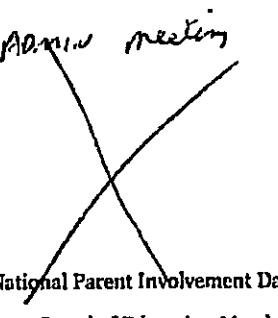
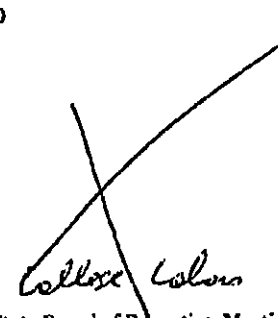
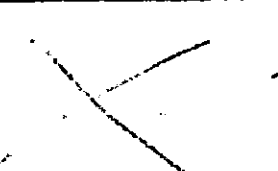
**OCTOBER 2015**

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**DECEMBER 2015**

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2015

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY/SUNDAY
			<p>1</p> <p>Daylight Savings Time ends</p>
<p>4</p> 	<p>5</p> 	<p>6</p> <p>END 2<sup>ND</sup> 6 WKS</p> 	<p>7 UIL E-mentoring meet SILVER. CAPS</p> <p>SAT</p> <p>8</p>
<p>11</p>  <p>Veterans Day</p> <p>Superintendents' Meeting TAMU page 2 102-152</p>	<p>12</p> 	<p>13</p> 	<p>14</p> <p>15</p>
<p>18</p>  <p>State Board of Education Meeting</p>	<p>19</p> <p>Admin meeting</p>  <p>National Parent Involvement Day State Board of Education Meeting</p>	<p>20</p>  <p>College Colors State Board of Education Meeting</p>	<p>21</p> <p>22</p>
<p>25</p> <p>ESC6 Thanksgiving Holiday</p>	<p>26</p> <p>Thanksgiving Day ESC6 Thanksgiving Holiday</p>	<p>27</p> <p>ESC6 Thanksgiving Holiday</p>	<p>28</p> <p>29</p> 

# DECEMBER

## MONTHLY REMINDERS

## MONDAY

## TUESDAY

- Post metered amounts of electricity, water and gas consumption for which the district is required to pay and aggregate amounts of those services.
  - Superintendent's summative evaluation
  - Approve Independent audit report\*
  - Publish Schedule A-2 from Independent audit in local newspaper
  - Transportation Operations Report due electronically December 1, 2015
  - Report Trustees Training Hours (TEC§11.159) (TAC 61, Subchapter A)
  - State Compensatory Education (TEC§44.001)
  - Review Family and Community Engagement (TEC§39.0545)
  - Principals of each Title I, Part A campus must complete and keep locally an annual attestation as to the HQ status of the teachers on their campus
- \*Requires Board approval

### Charter Only:

- Charter holder must file audit report disclosing all management company loans

### PEIMS Dates:

- Fall PEIMS submission due to ESC6 on December 8, 2015
- Fall PEIMS submission due to TEA on December 10, 2015

### Cluster Meetings:

- December 2: Brenham
- December 4: Huntsville
- December 9: Crockett
- December 11: Conroe

12/1/2

1

7

8

Fall PEIMS submission due to ESC6

14

Bonnie meeting

15

21

ESC6 Christmas Break

22

ESC6 Christmas Break

**NOVEMBER 2015**

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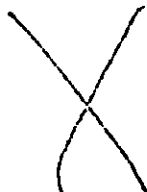



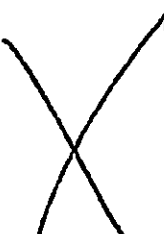
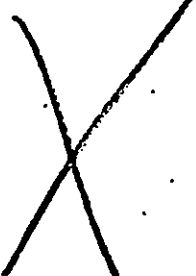
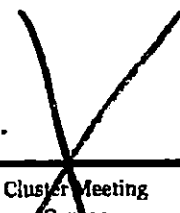
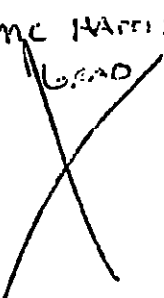
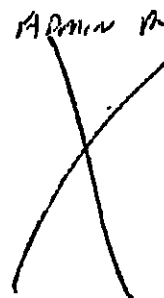

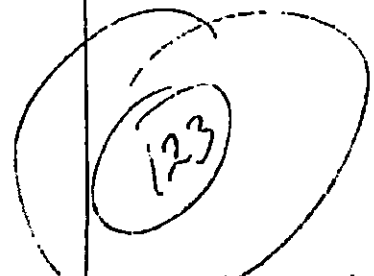
**JANUARY 2016**

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31						

28

29

2015

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY/SUNDAY
<p>2</p> 	<p>3</p> 	<p>4</p> 	<p>5</p> <p>SAT</p>
<p>Cluster Meeting Brenham</p>		<p>Cluster Meeting Huntsville</p>	<p>6</p> 
<p>9</p> 	<p>10</p> 	<p>11</p> 	<p>12</p> <p>ACT BCS xmas parade</p> <p>Texas Association of Mid-Size Schools, San Antonio</p>
<p>Cluster Meeting Crockett</p>	<p>Fall PEIMS submission due to TEA</p>	<p>Cluster Meeting Conroe</p> <p>Texas Association of Mid-Size Schools, San Antonio</p>	<p>13</p>
<p>16</p> <p>MC HARRIS LEAD</p> 	<p>17</p> <p>Admin Meeting</p> 	<p>18</p> <p>End 1st Sem</p> 	<p>19</p> <p>20</p>
<p>23</p> <p>ESC6 Christmas Break</p>	<p>24</p> <p>ESC6 Christmas Break</p>	<p>25</p> <p>Christmas Day ESC6 Christmas Break</p>	<p>26</p> <p>ESC6 Christmas Break</p> <p>27</p> <p>ESC6 Christmas Break</p>
<p>30</p> <p>ESC6 Christmas Break</p>	<p>31</p>  <p>ESC6 Christmas Break</p>		

# JANUARY

## MONTHLY REMINDERS

## MONDAY

## TUESDAY

- Post metered amounts of electricity, water and gas consumption for which the district is required to pay and aggregate amounts of those services.
  - Superintendent's contract\*
  - Administrative evaluations
  - Review implementation of district/campus improvement plans
  - Notification to parents of eligibility for Public Education Grants by February 1 (TEC§29.204(b))
  - Publish *Schedule A-2* from Independent audit in local newspaper
  - Select Auditor\*
  - Annual Audit Report due to TEA no later than January 28th for districts with August 31st fiscal year-end.
  - Prepare for desk audits for Dropout and Compensatory Education
  - Approval of Annual Audit\*
  - State Compensatory Education (TEC§44.001)
  - Review Family and Community Engagement (TEC§39.0545)
- \*Requires Board approval

**PEIMS Dates:**

- Fall PEIMS resubmission due to TEA on January 21, 2016
- Mid-Year PEIMS submission due to ESC6 on January 26, 2016 (actual 14-15 financial audit)
- Mid-Year PEIMS submission due to TEA on January 28, 2016

School Board Recognition Month

4

5

11

12

18

19

Martin Luther King, Jr. Day  
ESC6 Holiday

25

26 Mid-Year PEIMS submission due to ESC6

Superintendents Meeting  
Austin

Midwinter Breakfast-Radisson

TASA Midwinter Conference  
January 24-27, Austin

TASA Midwinter Conference  
January 24-27, Austin

*20.5*

**DECEMBER 2015**

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**FEBRUARY 2016**

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28	29					

2016

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY/SUNDAY
		1	2
		New Years Day ESC6 Christmas Break	3
6	7	8	9 <del>BHS musical ?</del>
			10
13	14	15	16
			17
20	21 Fall PEIMS resubmission due to TEA Regional Advisory Council ESC6	22	23
			24 <del>mid winter</del> TASA Midwinter Conference January 24-27, Austin
27	28 Mid-Year PEIMS submission due to TEA	29	30
TASA Midwinter Conference January 24-27, Austin			

# FEBRUARY

## MONTHLY REMINDERS

## MONDAY

## TUESDAY

- Post metered amounts of electricity, water and gas consumption for which the district is required to pay and aggregate amounts of those services.
  - Begin budget calendar and budget process for 2016-2017
  - Begin bid for depository contract (due June 15)
  - Develop district goals (District SBDM Committee)
  - Develop school calendar\*
  - Call trustee election (for May)\*
  - Year of eligibility for Commendation of Board/ Superintendent team begins and ends with call for elections
  - Administrator contracts\*
  - Calculate State Aid using end-of-fourth-six-weeks student data
  - Establish scope and details of financial audit
  - Calculate enrollment projections
  - Develop schedule for Texas Public Schools
  - Complete *Annual Performance Report*
  - Review Family & Community Engagement (TEC§39.0545)
- \*Requires Board approval

**PEIMS Dates :**

- Mid-Year PEIMS resubmission due to ESC6 on February 9, 2016
- Mid-year PEIMS resubmission due to TEA on February 11, 2016
- Fall PEIMS data available to customers on February 18, 2016

1  
**Black History Month**  
**National Career and Technical Education Month**

*Board Meeting*  
 TCEA Conference  
 February 1-5, Austin

2  
 TCEA Conference  
 February 1-5, Austin

8

9

Mid-Year PEIMS Resubmission  
 Due to ESC6

15

16

*Board Meeting*  
 Presidents' Day  
 Texas Assessment Conference  
 February 14-17, Austin

Texas Assessment Conference  
 February 14-17, Austin

22

23

22

29

Texas Public Schools Week  
 February 29-March 4

TASBO Conference

**JANUARY 2016**

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**MARCH 2016**

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2016

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY/SUNDAY
	4	5	6
TCEA Conference February 1-5, Austin	TCEA Conference February 1-5, Austin	TCEA Conference February 1-5, Austin	7
10	11  Mid-Year PEIMS Resubmission Due to TEA	12	13
17	18	19	14  Texas Assessment Conference February 14-17, Austin
Superintendents' Meeting ESC6 Host 3 P. 154-191	Fall PEIMS data available to customers		20
Texas Assessment Conference February 14-17, Austin	25	26	21
24	TASB Winter Governance Conference February 25-27, Corpus Christi	TASB Winter Governance Conference February 25-27, Corpus Christi	27  TASB Winter Governance Conference February 25-27, Corpus Christi
			28

MARCH

MONTHLY REMINDERS

MONDAY

TUESDAY

- Post metered amounts of electricity, water and gas consumption for which the district is required to pay and aggregate amounts of those services.
  - Adopt district goals\*
  - Develop district plan
  - SBDM Committees develop campus performance objectives\*
  - SBDM Committees develop campus improvement plan
  - Order of trustee election and notice of election\*
  - Ratify Textbook Committee recommendations\*
  - Continue budget process
  - Develop recommendations for teacher contracts
  - Community Eligibility Program Data Submission - TX-UNPS, March 20, 2016
  - Distribute Migrant Survey
  - Review Family & Community Engagment (TEC§39.0545)
  - Schedule planning meetings with campus staff regarding grant activities for current and next year's applications
  - Review professional development participation for Title II, Part A compliance report
- \*Requires Board approval

PEIMS Dates :

- Mid-Year data available to customers on March 3, 2016

Handwritten notes in boxes:

- Resume
- City Plan
- Doctoral

1

~~Music in Our Schools Month~~  
~~National Middle Level Education Month~~  
~~National Nutrition Month~~  
~~Youth Art Month~~

Texas Public Schools Week  
February 29-March 4

TASBO Conference:  
February 29-March 4, Dallas

7

~~my evn 5:30.~~  
~~ES6 Spring Break~~

8

~~ES6 Spring Break~~

14

15

21

~~BOARD MEET~~

22

28

29

FEBRUARY 2016

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APRIL 2016

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2016

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY/SUNDAY
<p><del>Texas Public Schools Week February 29-March 4</del></p>	<p>3 <del>Texas Public Schools Week February 29-March 4</del></p>	<p>4 <del>Texas Public Schools Week February 29-March 4</del></p>	<p>5</p>
<p>Texas Public Schools Week February 29-March 4</p>	<p>Mid-Year PEIMS Data Available to Customers</p>	<p>Texas Public Schools Week February 29-March 4</p>	<p>6</p>
<p>TASBO Conference February 29-March 4, Dallas</p>	<p>TASBO Conference February 29-March 4, Dallas</p>	<p>TASBO Conference February 29-March 4, Dallas</p>	
<p>9 <del>ESC6 Spring Break</del></p>	<p>10 ESC6 Spring Break</p>	<p>11 <del>ESC6 Spring Break</del></p>	<p>12</p>
<p>ESC6 Spring Break</p>	<p>ESC6 Spring Break</p>	<p>ESC6 Spring Break</p>	<p>13 Daylight Savings Time Begins</p>
<p>16 SPRING</p>	<p>17 Break</p>	<p>18</p>	<p>19</p>
<p>23 <del>ESC6 Spring Break</del></p>	<p>24 <del>ESC6 Spring Break</del></p>	<p>18 St. Patrick's Day</p>	<p>20</p>
<p>23 <del>ESC6 Spring Break</del></p>	<p>24 <del>ESC6 Spring Break</del></p>	<p>25 Good Friday ESC6 Holiday</p>	<p>26 Easter</p>
<p>30</p>	<p>31</p>	<p>(14)?</p>	<p>27</p>
<p>30</p>	<p>31</p>	<p>(14)?</p>	<p>27</p>

APRIL

MONTHLY REMINDERS

MONDAY

TUESDAY

- Post metered amounts of electricity, water and gas consumption for which the district is required to pay and aggregate amounts of those services.
  - Begin hiring using campus input\*
  - Continue budget process
  - SBDM committees continue to develop campus improvement plans
  - Train election Judge(s)/clerk(s)
  - Approve out-of-district student transfer requests for 2016-2017
  - Develop and recommend summer school plans\*
  - Develop and recommend school calendar 2016-2017
  - Food Service Management Contracts due to TDA - May 31st
  - School Nutrition Financial Report TX-UNPS, April 1, 2016
  - Review Family & Community Engagement (TEC§39.0545)
- \*Requires Board approval

PEIMS Dates :

- Edit + open to process Summer/Extended Year PEIMS file on April 4, 2016

Mathematics Awareness Month  
School Library Media Month

4  
~~4~~  
B.M.  
Edit + open to process Summer/Extended Year PEIMS file

5  
~~5~~

11  
~~11~~  
NSBA Conference  
April 9-11, Boston

12  
~~12~~

18  
~~18~~  
B.M.  
Public School Volunteer Week (18-22)

19  
~~19~~  
Texas Library Association Conference  
April 19-22, Houston

MARCH 2016

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MAY 2016

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WEDNESDAY	THURSDAY	FRIDAY	SATURDAY/SUNDAY
		1	2
6	7	8	3
13	14	15	<p>NSBA Conference April 9-11, Boston</p>
20	21	22	<p>10 National Library Week (10-16) NSBA Conference April 9-11, Boston</p>
<p>ESB# 45 216-272 Superintendents' Meeting ESC6</p>	<p>Texas Library Association Conference April 19-22, Houston</p>	<p>Texas Library Association Conference April 19-22, Houston</p>	16
27	28	29	17
<p>Administrative Professionals Day</p>			<p>23 <del>Baseball Tournament</del></p>
<p>Texas Library Association Conference April 19-22, Houston</p>	<p>Texas Library Association Conference April 19-22, Houston</p>	<p>Texas Library Association Conference April 19-22, Houston</p>	24
<p>Administrative Professionals Day</p>			30

*Per. Duty*

*Baseball Tournament*

*22.5*

*?*

MAY

MONTHLY REMINDERS

MONDAY

TUESDAY

- Post metered amounts of electricity, water and gas consumption for which the district is required to pay and aggregate amounts of those services.
  - Canvass trustee election results\*
  - Reorganize Board of Trustees\*
  - Local orientation for new board members
  - Establish summer Central Office hours
  - Complete local evaluations for Federal Programs & State Comp Ed.
  - Continue hiring using campus input\*
  - Continue budget process: campus level
  - Continue developing campus improvement plans
  - Review and Identify areas for board training
  - Solicit input from district/campus committees regarding number and length of written reports required (TEC§11.164)
  - Statement of Office and Oath of Office
  - Review Family & Community Engagement (TEC§39.0545)
  - Annual Evaluation of district and campus parental involvement policies
  - Gun-free schools report available
- \*Requires Board approval

School Board:

- Canvass trustee election results
- Reorganize Board of Trustees
- Local orientation for new board members
- Statement of Office and Oath of Office

2  Teacher Appreciation Week (2-6)	3  National Teacher Day
9 	10 
16 	17 
23 	24 
30 Memorial Day ESC6 Holiday	31 

APRIL 2016

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JUNE 2016

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2016

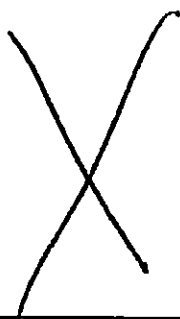
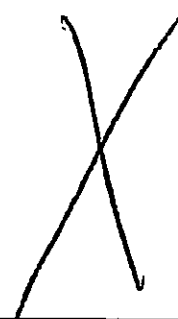
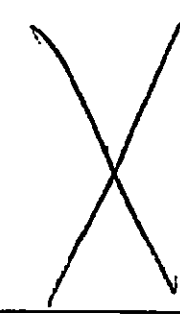
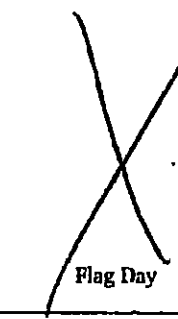


WEDNESDAY	THURSDAY	FRIDAY	SATURDAY/SUNDAY
			1
4 X	5 X	6 X National School Nurse Day	7
			8
11	12 X	13 X	14
			15
18 X	19 X	20 X	21 <del>Chap NY</del>
Superintendents' Meeting ESC6 10/27/15 8:30-2:15			22 <del>Chap NY</del>
25 X	26 X	27 X	28
			29 23

JUNE

MONTHLY REMINDERS

MONDAY

TUESDAY

<ul style="list-style-type: none"> <li>• Post metered amounts of electricity, water and gas consumption for which the district is required to pay and aggregate amounts of those services.</li> <li>• Federal Programs applications available</li> <li>• Review and develop salary schedules*</li> <li>• Hire staff using campus input*</li> <li>• Schedule budget workshops</li> <li>• Calculate state aid earned using end-of-year student data</li> <li>• Annual report to Commissioner on expulsions and AEP placements (TEC§37.020)</li> <li>• Federal Programs new year application due to TEA by end of month for districts with 12 month employees funded by grant</li> <li>• Child Nutrition Program Application Agreement renewal due June 30, 2016</li> <li>• Route Service Report due July 1, 2016</li> <li>• Plan for TASA/TASB Convention Registration</li> <li>• Plan for UT/TASA Summer Conference on Education</li> <li>• Depository Contract due June 15, 2016</li> <li>• Review Family &amp; Community Engagement (TEC§39.0545)</li> <li>• Final Opportunity to amend current year NCLB Consolidated application</li> <li>• Ongoing data collection for compliance reports</li> <li>• Annual survey of HQ teachers for end of year</li> <li>• TEA submission: Gun-free schools report</li> </ul> <p>*Requires Board approval</p>																																																																																														
<p>PEIMS Dates :</p> <ul style="list-style-type: none"> <li>• Summer PEIMS submission due to ESC6 on June 21, 2016 (attendance, discipline, classroom link, teacher demographics)</li> <li>• Summer PEIMS submission due to TEA on June 23, 2016</li> </ul>	<p>6</p> 	<p>7</p> 																																																																																												
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2016

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY/SUNDAY
1 	2 	3 	4 <del>Graduation</del> 5
8 	9 	10 	11 12
15 	16 TASB Summer Leadership Institute June 16-18, San Antonio TEPSA Summer Conference June 15-17, Austin	17 TASB Summer Leadership Institute June 16-18, San Antonio TEPSA Summer Conference June 15-17, Austin	18 TASB Summer Leadership Institute June 16-18, San Antonio 19
22 	23 Summer PEIMS submission due to TEA Texas Rural Educators Association (TREA) June 22-25, DFW	24 Summer begins Texas Rural Educators Association (TREA) June 22-25, DFW	25 Texas Rural Educators Association (TREA) June 22-25, DFW 26 UT/TASA Summer Conference on Education June 26-28, Austin
29 	30 Region 6 Summer Retreat June 29-July 1 South Shore Harbour TASB Summer Leadership Institute June 30-July 2, Fort Worth		

**Commissioner of Education Application & Interview, Austin, TX**

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**Superintendent Job Searches:**

- Spring Branch
  - March 2015
- Klein
  - March 2016
- Northwest ISD
  - May 2016
- Eanes
  - March 2014 – 2 files from email archive
- Katy
- Coppell
  - June/July 2014
- Leander
  - June/July 2016
- Rockwall
  - March 2016
- Mesquite
  - March 2015
- Plano
  - June 2015
- Humble
- Allen
- Fort Worth
  - December 2014
- Victoria
- McKinney
  - October 2014
- Abilene
  - July 2015
- Lewisville
  - April - June 2015

Thomas A. Wallis, Ed. D.



[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)

March 21, 2015

Thompson and Horton LLP.  
3200 Southwest Frwy., Suite 2000  
Houston, Tx 77027

RE: Spring Branch Independent School District

Dear Mr. Thompson and Dr. Moses,

I am pleased to present this letter expressing my formal interest in becoming the next Superintendent of Spring Branch Independent School District. I know the successes and rich traditions of Spring Branch ISD and would be honored to be the district's next leader.

I am eager to convey a record of academic gains, new initiatives and broad partnerships to the position with the board of Spring Branch ISD. I am proud to highlight some examples from my career, including:

- Being selected as the Region VI Superintendent of the year in 2014.
- Leading Bryan ISD from Improvement Required to Met Standard
- Almost doubling the number of academic distinctions from twenty one in 2013 to thirty nine in 2014
- Passing School Referendums in Bryan ISD (2014) for \$132 Million (largest in Bryan ISD and Brazos Valley History) and in Palestine ISD (2008) for \$64 Million (largest in Palestine and Anderson County History).
- Creating a supplemental pay schedule in BISD.
- Being named Texas High School Principal of the year in 2007.
- Leading both a high school and a district to the U.S. News and World Report's "Top 1,000 High Schools in America" list, twice as a principal and twice as superintendent.
- Increased academic gains every year in Bryan ISD, from 21 distinctions in 2012-2013 to 39 distinctions in 2013-2014.

***Creating an entry plan based on experience***

I would begin my appointment with a detailed entry plan that allows stakeholders a voice in what is working well and what challenges are forthcoming. After the first 90

days, I would present a detailed report to the board of trustees, outlining the findings and a formulated plan of action. Spring Branch ISD is not a district that needs a new leader to make changes for change sake, SBISD is a district with a rich history of success.

***Leadership that focuses on the fundamentals***

As an educator of 24 years, I believe the formula for successful leadership includes:

- A relentless focus on student success.
- The ability to broadly cultivate collaboration.
- Constant visibility in schools, the community, region and state.
- Frequent, high-quality communication with board, district and community.
- Integrity and well-defined values.
- A strong focus on family.

I'm eager for the opportunity to bring these key tenets of successful leadership to Spring Branch ISD. Here are some examples of my work in these areas:

***Student Success***

Post-secondary and career readiness for all students, PK-12, should be the engine that drives every educator. Those successes come in many forms. As a teacher/coach in Lamesa and Mesquite ISD's and an administrator in Mesquite, Rockwall, Mabank, Palestine and Bryan ISD's, I have witnessed first hand successes that take place each day from career-ready CTE classes to college-ready classes in International Baccalaureate programs. *Post-secondary success* and *Future Ready* means different things to different students—but what shouldn't change is the will of educators to help students achieve their dreams.

With that in mind, Bryan ISD increased academic distinctions from 21 to 39 in a single year, won another state championship, made a first ever appearance to the state basketball tournament, created partnerships with industry leaders and the area Community College, and redoubled efforts in CTE, Fine Arts, Special Education, and Curriculum and Instruction to flexibly serve the needs of *all* children. In four years, Bryan ISD has completely reoriented itself toward positive educational experiences that prepare students for success after graduation.

***Collaboration***

Successes come when leaders cultivate relationships and actively crave and solicit buy-in from others. The districts I have lead evolved to embrace a culture of collaboration and collegiality. For example, I created four different advisory councils (Student, Parent, Teacher and Business) that meet independently to discuss items of interest and problem solve. The focus is on results and student achievement is our top priority. These advisory committees have paid great dividends and lent support to initiatives such as rezoning and strategic planning.

Strategic planning isn't possible without input and insight from the community. As superintendent, I brought the community together to craft strategic plans for both Bryan and Palestine ISD's—each plan involving extensive partnerships with the community and district personnel. In Palestine ISD, such planning resulted in a high school that improved their academic rating from "Unacceptable" to "Recognized" and a \$64 million dollar bond being passed. In Bryan ISD, the process led to a bond another bond referendum passing for \$132 million, largest in the county's history and BISD has increased partnerships and tutors from community leaders and Texas A&M University.

In terms of board relations, I believe successful school districts have sound trustees who work well together and with their superintendent. I have always communicated openly—both good news and bad—to the boards I have served, believing that an informed board and frequent communication builds trust and cohesion among our team of eight.

### ***Visibility***

A superintendent must be visible at every level: in classes, schools, community meetings, legislative meetings, regional partnerships, and at every opportunity to advocate for public education. I will be your greatest amassador.

I visited all 1,587 classrooms by midterm of my first year in Bryan ISD, and continue to visit classes every week to observe firsthand how teachers and staff build relationships with students and design engaging lessons preparing our students to become future ready.

At the state level, I am actively involved with elected officials and was honored to defend public education during legislative testimony related to House Bill 5 and the state's school finance lawsuit. Looking toward the future and areas of intense need in public education, I am assisting State Rep. Kyle Kacal as he drafts a bill to be introduced this session to fund all-day Pre-K.

### ***Communication***

Leaders must be visible, but they must also be able to communicate the district's vision, mission and core beliefs in a way that the district is seen as open and putting the needs of children first. The superintendent must be the district's foremost communicator and spokesperson—both internally and externally. Clear communication is essential for building relational capacity with our students, staff and community. I have the most active Twitter account in the district, and I enjoy the competition students and staffs engage in to be "retweeted" by me. I do frequent media interviews, maintain an active video blog and write a weekly "Fantastic Fridays" newsletter that celebrates what's right in our district. To review firsthand, follow me or search @Wallis\_BetheOne on Twitter as well as search Bryan ISD Ambassadors on Facebook. To read my Fantastic Fridays or watch my video blogs, please go to [www.BryanISD.org](http://www.BryanISD.org) and click on the superintendent page. After viewing and reading the columns and watching my videos, you will see first hand my passion for students and my love for the district I serve.

Externally, we continue to seek out new ways to utilize the value and powerful impact of technology as a connective bridge between our district and our citizens. We provide most of the high-definition video content for the City of Bryan's Channel 16 municipal television channel, utilizing a studio I authorized to build and outfit with the latest technology. We film my video blog, principal welcome videos, promotional and public service announcements, an "Inside Bryan ISD" bi-weekly video show, and more, which we share freely with the citizens of Bryan by television that can also be viewed on the district web page. In addition, we've expanded our new mobile app with tip lines that ask citizens to report ways we can improve, tips about bullying, and a new feature we call "Share Something Great," and "Let's Talk" where citizens can submit positive news about experiences with our staff and facilities.

Technology is not just a tool our staff utilizes, but it is an avenue that our students use daily in classrooms in order to research and engage in more meaningful lessons. Students learn today in a much more sophisticated manner and technology is the way in which they learn. As a result, teachers need support and continual professional development in the area of technology in order to plan for successful teaching and learning in the classroom.

### ***Integrity***

Integrity has been key to my success as a leader. Transparency plays an important role in operating with integrity. The superintendent must make sound decisions and be open and honest. Financial integrity is one way to gain trust and illustrate transparency. Bryan ISD has a total budget of \$150 million dollars, and I have received a superior FIRST rating all seven years I have been a superintendent. The last two years receiving a perfect score. All monies are accounted for and personnel are held accountable for their budgeting. I meet weekly with the assistant superintendent of business services, which ensures that I have a financial understanding of the district at all times.

In addition, leaders must strive to honor their word and their actions must exemplify service above self. A superintendent should strive to be a leader others choose to follow, not because they must, but because they want to. This cannot be accomplished if trust and relationships are not cultivated. In order for a district to reach maximum potential, stakeholders from the trustees, to the parents and community must work collaboratively.

### ***Focusing on Family***

As all encompassing as the job of a superintendent is, I am first and foremost a [REDACTED] attend Bryan schools, and that adds to my deep sense of responsibility to do great work for children. Being both a [REDACTED] and a superintendent gives me a unique window into the learning environment, and I use the knowledge I gain from being a [REDACTED] to benefit my role as superintendent. My love for children starts at home with [REDACTED] and I'm honored to play a role in the high quality education my 16,000 children I adopted in Bryan ISD.

The Bryan ISD vision statement is, "Children First Always...The Bryan Way!" Not only is this the district vision statement, it is my core belief. Decisions should be made based upon best practices, data, council and what is right for children.

In closing, the reason for my application to Spring Branch ISD is simple, SBISD is a district that parents and community are proud and it is a district I would be honored to lead and bring [REDACTED] What is offered to students enrolled in SBISD will afford them opportunities to pursue their dreams. SBISD is a district with high expectations and that level of expectations is where I want [REDACTED] to graduate and where I would like to work collaboratively with a high performing board and community.

I believe I possess the skills, knowledge and attitude to serve successfully as the superintendent of Spring Branch Independent School District and to advance upon the excellence already in place. I am eager to bring my ideas, energy, and love for children to work. And, I'm excited about the chance to bring my family to Spring Branch ISD community.

If given the opportunity to meet and interview with the board, I believe you will discover first hand, there are few with my passion for children and what is best for them. I look forward to the opportunity for an interview and potential honor of serving as the next superintendent of Spring Branch ISD.

Respectfully,

Thomas A. Wallis, Ed. D.  
Superintendent of Schools  
Bryan ISD

Northwest Independent School District is committed to transformational education and preparing students to become future ready and globally competitive upon graduation. It is my desire to work for such a district that embraces non-traditional education in hopes of preparing students for post high school success.

In November of 2015 I had the distinct honor of being recognized the same evening as the Northwest ISD board of Trustees at the Texas A&M Administrative Leadership Institute. The NISD board was being recognized as the board of the year. The presenter began reading about NISD and how they put children first and their desire to be the most sought after school district where all students reach their potential. On our way home that evening [REDACTED] stated, "If Dr. Rue ever leaves or retires, we need to apply. They are focused on the future and not solely on testing. I want [REDACTED] in a district like theirs!"

Apparently we are not the only [REDACTED] wanting [REDACTED] in NISD considering NISD is a fast growth district. Your next superintendent will need experience with construction, alignments, possible zoning changes and community buy-in. The potential opportunities in NISD are endless and your next superintendent will be to be visible building strong ties to the community.

As superintendent of Bryan ISD, we too are growing each year, expanding and creating new programs to meet the needs of all students. With my expertise in rezoning an entire school district, building buildings, passing construction bonds and still having great student success, I feel my skill set and leadership style is one that would move NISD forward as Dr. Rue's successor. One reason BISD has had successes in these areas is our willingness to listen to parents and constituents as well as being open and transparent in all decisions. People and staff members need leadership that will listen, empower them to do their jobs and someone they can trust.

Not only do I feel my leadership style meets your requirements to lead a fast growth district, but I espouse the idea that relationships are essential. Following a leader like Dr. Rue will require someone that builds trust with all stakeholders and I would follow a detailed entry plan to accomplish that goal. My entry plan outlines goals and activities to be accomplished during my first 100 days. It was designed based on my belief that the role of the superintendent is one of public service, and that the most powerful and sustainable educational systems are built from the ground up. The plan includes a series of meetings and listening sessions along with a process of research and analysis allowing me to (1) assess the organization's strengths, challenges and opportunities, (2) establish relationships with internal and external stakeholders (partnerships), (3) establish a positive presence in the community, and (4) establish a broad-based coalition of support and trust needed to move forward.

This plan will afford me baseline data and support needed to build a sustainable



path toward continuous academic improvement for all students. At its core, it outlines my beginning efforts to ensure that teaching and learning is the district's primary focus and occurs in every classroom, each day. The NISD is an incredible place to live and the school district is world-class. This entry plan will assist to ensure our district continues down the same road of success it has for years and anyone moving to the DFW area will look to our district first when relocating.

NISD is a large district with 21,000 students being educated in twenty-six campuses. Your next superintendent, I would feel, needs to have experiences in like districts and similar size. Bryan ISD has over 16,000 students learning in twenty-three campuses. One, Bryan Colligate Early College HS., has been recognized as a top one hundred high schools the past three years by US News & World reports and Newsweek Magazine. With the two districts being similar in size, enrollment, and both growing, I feel I could lead NISD without a large learning curve taking place.

Another reason for our desire to relocate to NWIS is the 1:World allowing students to access learning far beyond the walls of their classrooms. With such an intuitive, learning can take place at anytime and the classes have been expanding on a global scale allowing our children to becoming problem solvers, not just test takers.

In the district's strategic plan, under goal one, it states that lessons will be designed for students to become future ready and allowing the students choice. Being named Superintendent of the Year by the Texas Computer Education Association (TCEA) this year, illustrates my passion for students to become future ready aligns with NISD values and core beliefs.

Over the past five years BISD has invested in technology in our classrooms and created our own curriculum, aligned with the state, that allows for student choice and provides for personalized learning. We realize learning must be engaging as well as challenging and technology and carefully crafted lessons afford many students the opportunity to reach their optimal potential.

Lastly, NISD is an involved district at the local and state levels. Public schools will not progress without strong advocacy from leaders, boards, community and educators. NISD has a rich tradition of advocating for students and public education. If given the opportunity to discuss educational philosophy and law, you will find that as superintendent, I will continue to advocate for children and those in the field of education. Educators are the backbone of our communities, State and Nation. I advocating and communicating the great things in NISD and the State of Texas.

Thomas A. Wallis, Ed. D.



[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)

March 14, 2015

Ray and Associates, Inc.  
4403 1<sup>st</sup> Ave SE, Suite 407  
Cedar Rapids, IA 52402-3221

RE: Lewisville Independent School District

Dear Ray and Associates,

I am pleased to present this letter expressing my formal interest in becoming the next Superintendent of Lewisville Independent School District. I know the successes and rich traditions of Lewisville ISD and would be honored to be the district's next leader.

I am eager to convey a record of academic gains, new initiatives and broad partnerships to the position with the board of Lewisville ISD. I am proud to highlight some examples from my career, including:

- Being selected as the Region VI Superintendent of the year in 2014.
- Leading Bryan ISD from Improvement Required to Met Standard
- Almost doubling the number of academic distinctions from twenty one in 2013 to thirty nine in 2014
- Passing School Referendums in Bryan ISD (2014) for \$132 Million (largest in Bryan ISD and Brazos Valley History) and in Palestine ISD (2008) for \$64 Million (largest in Palestine and Anderson County History).
- Creating a supplemental pay schedule in BISD.
- Being named Texas High School Principal of the year in 2007.
- Leading both a high school and a district to the U.S. News and World Report's "Top 1,000 High Schools in America" list, twice as a principal and twice as superintendent.
- Increased academic gains every year in Bryan ISD, from 21 distinctions in 2012-2013 to 39 distinctions in 2013-2014.

***Creating an entry plan based on experience***

Having served the students in Region X for many years, I know Lewisville ISD's reputation for excellence and its reputation for student success and believe the district does not need a new superintendent to change systems for change's sake. Therefore, I would begin my appointment with a detailed entry plan that allows

stakeholders a voice in what is working well and what challenges are forthcoming. After the first 90 days, I would present a detailed report to the board of trustees, outlining the findings and a formulated plan of action.

***Leadership that focuses on the fundamentals***

As an educator of 24 years, I believe the formula for successful leadership includes:

- A relentless focus on student success.
- The ability to broadly cultivate collaboration.
- Constant visibility in schools, the community, region and state.
- Frequent, high-quality communication with board, district and community.
- Integrity and well-defined values.
- A strong focus on family.

I'm eager for the opportunity to bring these key tenets of successful leadership to Lewisville ISD. Here are some examples of my work in these areas:

***Student Success***

Post-secondary and career readiness for all students, PK-12, should be the engine that drives every educator. Those successes come in many forms. As a teacher/coach in Lamesa and Mesquite ISD's and an administrator in Mesquite, Rockwall, Mabank, Palestine and Bryan ISD's, I have witnessed first hand successes that take place each day from career-ready CTE classes to college-ready classes in International Baccalaureate programs. *Post-secondary success* and *Future Ready* means different things to different students—but what shouldn't change is the will of educators to help students achieve their dreams.

With that in mind, Bryan ISD increased academic distinctions from 21 to 39 in a single year, won another state championship, made a first ever appearance to the state basketball tournament, created partnerships with industry leaders and the area Community College, and redoubled efforts in CTE, Fine Arts, Special Education, and Curriculum and Instruction to flexibly serve the needs of *all* children. In four years, Bryan ISD has completely reoriented itself toward positive educational experiences that prepare students for success after graduation.

***Collaboration***

Successes come when leaders cultivate relationships and actively crave and solicit buy-in from others. The districts I have lead evolved to embrace a culture of collaboration and collegiality. For example, I created four different advisory councils (Student, Parent, Teacher and Business) that meet independently to discuss items of interest and problem solve. The focus is on results and student achievement is our top priority. These advisory committees have paid great dividends and lent support to initiatives such as rezoning and strategic planning.

Strategic planning isn't possible without input and insight from the community. As superintendent, I brought the community together to craft strategic plans for both Bryan and Palestine ISD's—each plan involving extensive partnerships with the community and district personnel. In Palestine ISD, such planning resulted in a high school that improved their academic rating from "Unacceptable" to "Recognized" and a \$64 million dollar bond being passed. In Bryan ISD, the process led to a bond another bond referendum passing for \$132 million, largest in the county's history and BISD has increased partnerships and tutors from community leaders and Texas A&M University.

In terms of board relations, I believe successful school districts have sound trustees who work well together and with their superintendent. I have always communicated openly—both good news and bad—to the boards I have served, believing that an informed board and frequent communication builds trust and cohesion among our team of eight.

#### ***Visibility***

A superintendent must be visible at every level: in classes, schools, community meetings, legislative meetings, regional partnerships, and at every opportunity to advocate for public education. I will be your greatest amassador.

I visited all 1,587 classrooms by midterm of my first year in Bryan ISD, and continue to visit classes every week to observe firsthand how teachers and staff build relationships with students and design engaging lessons preparing our students to become future ready.

At the state level, I am actively involved with elected officials and was honored to defend public education during legislative testimony related to House Bill 5 and the state's school finance lawsuit. Looking toward the future and areas of intense need in public education, I am assisting State Rep. Kyle Kacal as he drafts a bill to be introduced this session to fund all-day Pre-K.

#### ***Communication***

Leaders must be visible, but they must also be able to communicate the district's vision, mission and core beliefs in a way that the district is seen as open and putting the needs of children first. The superintendent must be the district's foremost communicator and spokesperson—both internally and externally. Clear communication is essential for building relational capacity with our students, staff and community. I have the most active Twitter account in the district, and I enjoy the competition students and staffs engage in to be "retweeted" by me. I do frequent media interviews, maintain an active video blog and write a weekly "Fantastic Fridays" newsletter that celebrates what's right in our district. To review firsthand, follow me or search @Wallis\_BetheOne on Twitter as well as search Bryan ISD Ambassadors on Facebook. To read my Fantastic Fridays or watch my video blogs, please go to [www.BryanISD.org](http://www.BryanISD.org) and click on the superintendent page. After viewing and reading the columns and watching my videos, you will see first hand my passion for students and my love for the district I serve.

Externally, we continue to seek out new ways to utilize the value and powerful impact of technology as a connective bridge between our district and our citizens. We provide most of the high-definition video content for the City of Bryan's Channel 16 municipal television channel, utilizing a studio I authorized to build and outfit with the latest technology. We film my video blog, principal welcome videos, promotional and public service announcements, an "Inside Bryan ISD" bi-weekly video show, and more, which we share freely with the citizens of Bryan by television that can also be viewed on the district web page. In addition, we've expanded our new mobile app with tip lines that ask citizens to report ways we can improve, tips about bullying, and a new feature we call "Share Something Great," and "Let's Talk" where citizens can submit positive news about experiences with our staff and facilities.

Technology is not just a tool our staff utilizes, but it is an avenue that our students use daily in classrooms in order to research and engage in more meaningful lessons. Students learn today in a much more sophisticated manner and technology is the way in which they learn. As a result, teachers need support and continual professional development in the area of technology in order to plan for successful teaching and learning in the classroom.

#### ***Integrity***

Integrity has been key to my success as a leader. Transparency plays an important role in operating with integrity. The superintendent must make sound decisions and be open and honest. Financial integrity is one way to gain trust and illustrate transparency. Bryan ISD has a total budget of \$150 million dollars, and I have received a superior FIRST rating all seven years I have been a superintendent. The last two years receiving a perfect score. All monies are accounted for and personnel are held accountable for their budgeting. I meet weekly with the assistant superintendent of business services, which ensures that I have a financial understanding of the district at all times.

In addition, leaders must strive to honor their word and their actions must exemplify service above self. A superintendent should strive to be a leader others choose to follow, not because they must, but because they want to. This cannot be accomplished if trust and relationships are not cultivated. In order for a district to reach maximum potential, stakeholders from the trustees, to the parents and community must work collaboratively.

#### ***Focusing on Family***

As all encompassing as the job of a superintendent is, I am first and foremost a [REDACTED] attend Bryan schools, and that adds to my deep sense of responsibility to do great work for children. Being both a [REDACTED] and a superintendent gives me a unique window into the learning environment, and I use the knowledge I gain from being a [REDACTED] to benefit my role as superintendent. My love for children starts at home with [REDACTED] and I'm honored to play a role in the high quality education my 16,000 children I adopted in Bryan ISD.

The Bryan ISD vision statement is, "Children First Always...The Bryan Way!" Not only is this the district vision statement, it is my core belief. Decisions should be made based upon best practices, data, council and what is right for children.

In closing, the reason for my application to Lewisville ISD is simple, LISD is a district that parents and community should be proud. What is offered to students enrolled in LISD will afford them opportunities to pursue their dreams. Your vision and mission statements are the same beliefs I have. To have a board and community that want students to thrive in learning and to own their own learning aligns with the work of the Consortium in which I am active. Each day teachers must plan lesson that inspire creativity and innovation. Lewisville ISD is a district with high expectations and that level of expectations is where I want [REDACTED] to attend and where I would like to work collaboratively with a high performing board and community.

I believe I possess the skills, knowledge and attitude to serve successfully as the superintendent of Lewisville Independent School District and to advance upon the excellence already in place. I am eager to bring my ideas, energy, and love for children to work in a part of the state I still consider to be "home." And, I'm excited about the chance to bring my [REDACTED] to Lewisville ISD community.

If given the opportunity to meet and interview with the board, I believe you will discover first hand, there are few with my passion for children and what is best for them. I look forward to the opportunity for an interview and potential honor of serving as the next superintendent of Lewisville ISD.

Respectfully,

Thomas A. Wallis, Ed. D.  
Superintendent of Schools  
Bryan ISD

Thomas A. Wallis, Ed. D.



[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)

July 6, 2015

Dr. Butler  
Waterford School Services Inc.  
4822 Rollingwood Drive  
West Lake Hills, Tx 78746

**RE: Abilene Independent School District**

Dr. Butler,

I am pleased to present this letter expressing my formal interest in becoming the next Superintendent of Abilene Independent School District.

I am eager to convey to the board a record of academic gains, new initiatives and broad partnerships, and I am proud to highlight some examples from my career, including:

- Being selected as the 2014 Region VI Superintendent of the Year.
- Leading Bryan ISD from Improvement Required to Met Standard.
- Almost doubling the number of academic distinctions from 21 in 2013 to 39 in 2014.
- Recognized for two Title 1 reward schools (2014)
- Named to the Texas Comptroller's Platinum Leadership Circle for Fiscal responsibility
- Passing School Bond Referendums in Bryan ISD (2014) for \$132 Million (largest in Bryan ISD and Brazos Valley History) and in Palestine ISD (2008) for \$64 Million (largest in Palestine and Anderson County History).
- Creating a supplemental pay schedule in BISD.
- Being named Texas High School Principal of the year in 2007.
- Leading both a high school and a district to the U.S. News and World Report's "Top 1,000 High Schools in America" list twice, as a principal, and twice, as superintendent.

***Creating an entry plan based on experience***

I know the district's reputation for excellence and its reputation for student success from attended Angelo State University and running a small calf operation in the

Hamlin area. The district does not need a new superintendent to change systems for just for change's sake. Therefore, I would begin my appointment with a detailed entry plan that allows stakeholders a voice in what is working well and what challenges are forthcoming. After the first 90 days, I would present a detailed report to the board of trustees, outlining the findings and a formulating plan of action.

***Leadership that focuses on the fundamentals***

As an educator of 24 years, I believe the formula for successful leadership includes:

- A relentless focus on student success.
- The ability to broadly cultivate collaboration.
- Constant visibility in schools, the community, region and state.
- Frequent, high-quality communication with board, district and community.
- Integrity and well-defined values.
- A strong focus on family.

I'm eager for the opportunity to bring these key tenets of successful leadership to Abilene ISD. Here are some examples of my work in these areas:

***Student Success***

Post-secondary and career readiness for all students, PK-12, should be the engine that drives every educator. Those successes come in many forms. As a teacher/coach in Lamesa and Mesquite ISD's and an administrator in Mesquite, Rockwall, Mabank, Palestine and Bryan ISD's, I have witnessed first-hand successes that take place each day from career-ready CTE classes to college-ready classes in International Baccalaureate programs. *Post-secondary success* and *Future Ready* mean different things to different students—but what shouldn't change is the will of educators to help students achieve their dreams.

With that in mind, Bryan ISD increased academic distinctions from 21 to 39 in a single year, won another state championship, made a first-ever appearance to the state basketball tournament, created partnerships with industry leaders and the area Community College, and redoubled efforts in CTE, Fine Arts, Special Education, and Curriculum and Instruction to flexibly serve the needs of *all* children. In four years, Bryan ISD has completely reoriented itself toward positive educational experiences that prepare students for success after graduation.

***Collaboration***

Successes come when leaders cultivate relationships and actively crave and solicit buy-in from others. The districts I have lead evolved to embrace a culture of collaboration and collegiality. For example, I created four different advisory councils (Student, Parent, Teacher and Business) that meet independently to discuss items of interest and problem solve. The focus is on results with student achievement as our top priority. These advisory committees have paid great dividends and lent support to initiatives such as rezoning and strategic planning.



Strategic planning isn't possible without input and insight from the community. As superintendent, I brought the community together to craft strategic plans for both Bryan ISD and Palestine ISD—each plan involving extensive partnerships with the community and district personnel. In Palestine ISD, such planning resulted in a high school that improved their academic rating from "Unacceptable" to "Recognized" and a \$64 million bond being passed. In Bryan ISD, the process led to voters overwhelmingly approving a bond referendum for \$132 million, the largest in the county's history.

In terms of board relations, I believe successful school districts have sound trustees who work well together and with their superintendent. I have always communicated openly—both good news and bad—to the boards I have served, believing that an informed board and frequent communication builds trust and cohesion among our team of eight.

### ***Visibility***

A superintendent must be visible at every level: in classes, schools, community meetings, legislative meetings, regional partnerships, and at every opportunity to advocate for public education. I will be your greatest ambassador.

I visited all 1,587 classrooms by midterm of my first year in Bryan ISD, and I continue to visit classes every week to observe firsthand how teachers and staff build relationships with students and design engaging lessons that prepare our students to be future ready.

At the state level, I am actively involved with elected officials and was honored to defend public education during legislative testimony related to House Bill 5 and the state's school finance lawsuit. Looking toward the future and areas of intense need in public education, I worked with State Rep. Kyle Kacal and visited personally with Governor Abbott on funding all-day Pre-K.

### ***Communication***

Leaders must be visible, but they must also be able to communicate the district's vision, mission and core beliefs in a way that the district is seen as open and putting the needs of children first. The superintendent must be the district's foremost communicator and spokesperson—both internally and externally. Clear communication is essential for building relational capacity with our students, staff and community. I have the most active Twitter account in the district, and I enjoy the competition students and staffs engage in to be "retweeted" by me. I do frequent media interviews, maintain an active video blog and write a weekly "Fantastic Fridays" newsletter that celebrates what's right in our district. To review firsthand, follow me or search for "@Wallis\_BetheOne" on Twitter and search for "Bryan ISD Ambassadors" on Facebook. To read my Fantastic Fridays or watch my video blogs, visit [www.BryanISD.org](http://www.BryanISD.org) and click on the superintendent page. After viewing and reading the columns and watching my videos, you will see first hand my passion for students.

Externally, we continue to seek out new ways to utilize the value and powerful impact of technology as a connective bridge between our district and our citizens. We provide most of the high-definition video content for the City of Bryan's Channel 16 municipal television channel, utilizing a studio I authorized to be built and outfitted with the latest technology. We film my video blog, principal welcome videos, promotional and public service announcements, an "Inside Bryan ISD" bi-weekly video show, and more, which we share freely with the citizens of Bryan by television and post on the district's website. In addition, we've expanded our community engagement by adding a "Let's Talk" community portal to our websites. Let's Talk allows the public to seamlessly connect with Bryan ISD and receive answers and feedback for any concerns, compliments or questions they may have.

Technology is not just a tool for our staff, it is an avenue our students also use daily in classrooms in order to research and engage in more meaningful lessons. Today's students learn in a highly sophisticated manner, and as a result, I ensure that teachers receive the support and professional development they need in the area of technology to foster creative teaching in the classroom.

### ***Integrity***

Integrity has been key to my success as a leader. Transparency plays an important role in operating with integrity. The superintendent must make sound decisions and be open and honest. Financial integrity is one way to gain trust and illustrate transparency. Bryan ISD has a total budget of \$154 million dollars, and I have received a superior FIRST rating all seven years I have been a superintendent. The last two years we received a perfect score. In addition, this year BISD was named to the Texas Comptroller Platinum Leadership circle. All monies are accounted for and personnel are held accountable for their budgeting. I meet weekly with the assistant superintendent of business services, which ensures that I have a firm financial understanding of the district at all times.

In addition, leaders must strive to honor their word, and their actions must exemplify service above self. A superintendent should strive to be a leader others choose to follow, not because they must, but because they want to. This cannot be accomplished if trust and relationships are not cultivated. In order for a district to reach maximum potential all stakeholders, from trustees, to the parents and the community, must work collaboratively.

### ***Focusing on Family***

As all encompassing as the job of a superintendent is, I am first and foremost a [REDACTED] attend Bryan schools, and that adds to my deep sense of responsibility to do great work for children. Being both a [REDACTED] and a superintendent give me a unique window into the learning environment, and I use the knowledge I gain from being a [REDACTED] to enhance my role as superintendent. My love for children starts at home with [REDACTED] and I'm honored to also play a role in the high quality education of my 16,000 "adopted" children in Bryan ISD.

The Bryan ISD vision statement is, "Children First Always...The Bryan Way!" Not only is this the district's vision statement, it is my core belief. Decisions should be made based upon best practices, data, council and what is right for children.

In closing, the reason I am applying to serve in Abilene ISD is simple, AISD is a district that parents and community members celebrate with pride. What is offered to students enrolled in AISD will afford them opportunities to pursue their dreams. Your vision and mission statements align with my beliefs.

Abilene ISD is a district with high expectations, and that level of excellence creates the kind of educational environment I want my [REDACTED] to experience. I also look forward to the opportunity to work collaboratively with a high performing board and community.

I believe I possess the skills, knowledge and attitude to serve successfully as the superintendent of Abilene Independent School District and to advance upon the excellence already in place. I am eager to bring my ideas, energy, and love for children to work in a part of the state I still consider to be "home." And, I'm excited about the chance to bring [REDACTED] to the Abilene ISD community.

If given the opportunity to meet and interview with the board, I believe you will discover firsthand my passion for children and my commitment to doing what is best for them. I look forward to the opportunity for an interview and the potential honor of serving as the next superintendent of Abilene ISD.

Respectfully,

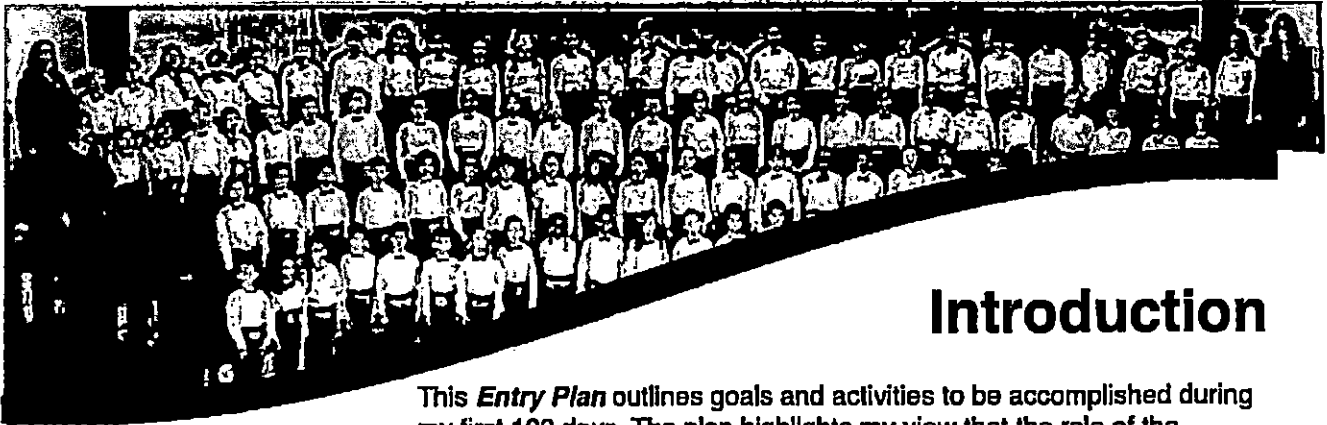
Thomas A. Wallis, Ed. D.  
Superintendent of Schools  
Bryan ISD

**Thomas Wallis, Ed.D.**

July - October 2016

**Klein ISD Entry Plan**





## Introduction

This *Entry Plan* outlines goals and activities to be accomplished during my first 100 days. The plan highlights my view that the role of the superintendent is one of public service and that the most powerful and sustainable educational systems are built from the ground up on a foundation of healthy relationships.

The plan includes meetings and listening sessions along with a process of research and analysis so that I may: (1) assess the organization's strengths, challenges and opportunities, (2) establish relationships with internal and external stakeholders, (3) establish a positive presence in the community, and (4) establish a broad-based coalition of support for the development of a plan for accelerating the academic progress of the district's students.

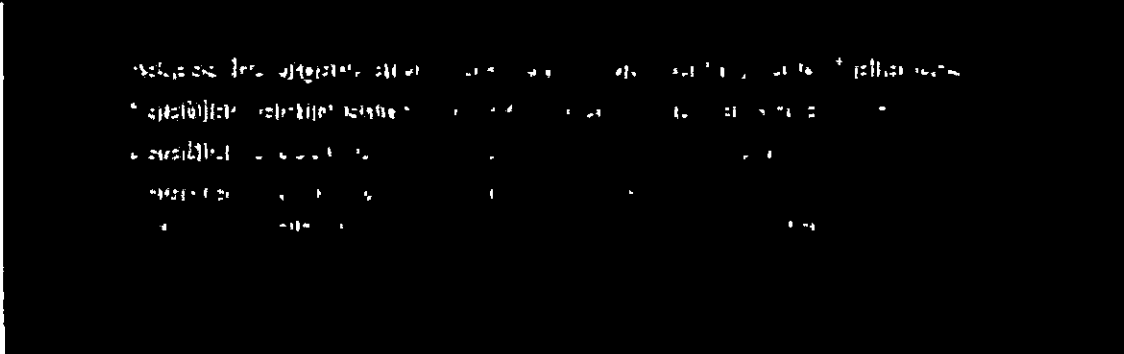
The transition of leadership in Klein ISD presents an opportunity for positive change and enhancements in the district's public schools. This plan was designed to provide me with the baseline data and support needed to ensure a sustainable path toward academic improvement for all students.

Klein is an incredible place to live. The district is well respected and has earned stellar reputation.

This entry plan will help ensure that Klein ISD continues in the same direction and we accelerate opportunities to excel and exceed every day.



### Entry Highlights



# Transition Goals



The activities outlined in this *Entry Plan* will be guided by the following transition goals:

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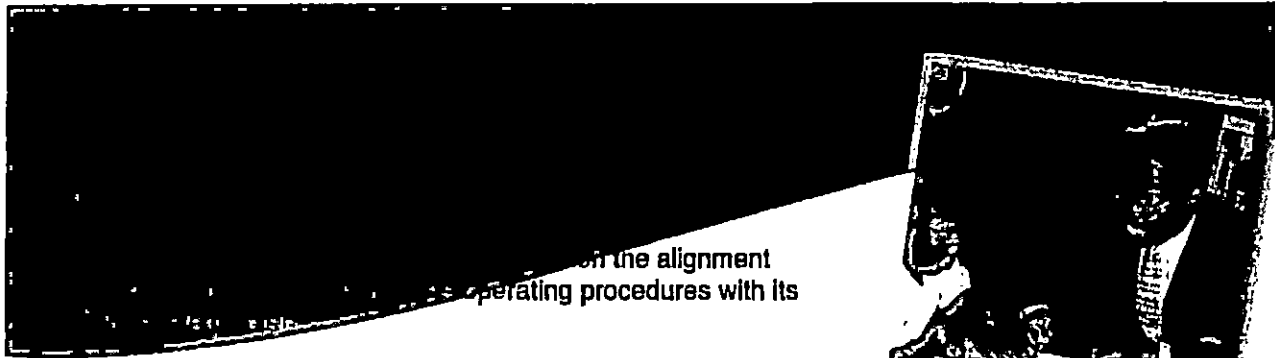
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## Process

The Entry Plan consists of three phases:

**(1) Listening (2) Planning and (3) Leading**

### Phase 1 – Listening

In phase 1, I will engage in a series of listening and learning activities, which includes individual and group interviews with the Board, internal and external stakeholders. Additionally, internal and external documents and data will be collected for analysis and planning. The lists below are not exhaustive and will be expanded, as guided by others through the learning process.

Phase I: Listening	
Stakeholder	Key Activities

Meetings (listed in alphabetical order; additions may be made during the process)

Board	Internal Stakeholders	External Stakeholders
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Phase 1 will also consist of information gathering and data collection. This will assist in gaining an understanding of the strengths and weaknesses of the district's academic programs, operational efficiencies and financial position.

Data Collection & Documents (in alphabetical order; additions may be made during the process)

Business Finance	Communications	Community Development
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Student Achievement	District Information	Early Childhood
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Data Collection & Documents (continued)

Facilities

Human Resources

Title 1

Technology

Risk Management

**Phase 2 – Planning**

In phase 2, the transition team members and administrators will analyze the interview data, and identify trends and major themes, while developing plans of action to accelerate student success.

Reports and data will also be analyzed during this phase to ensure procedures are aligned with board policy.

Phase II: Planning

Stakeholder	Key Activities
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**Phase 3 – Leading**

The final phase of the Entry Plan will culminate with a written report of the transition team's findings and recommendations. The administration will begin implementing the recommended strategies for increasing organizational efficiency and accelerating student achievement.

Phase III: Leading

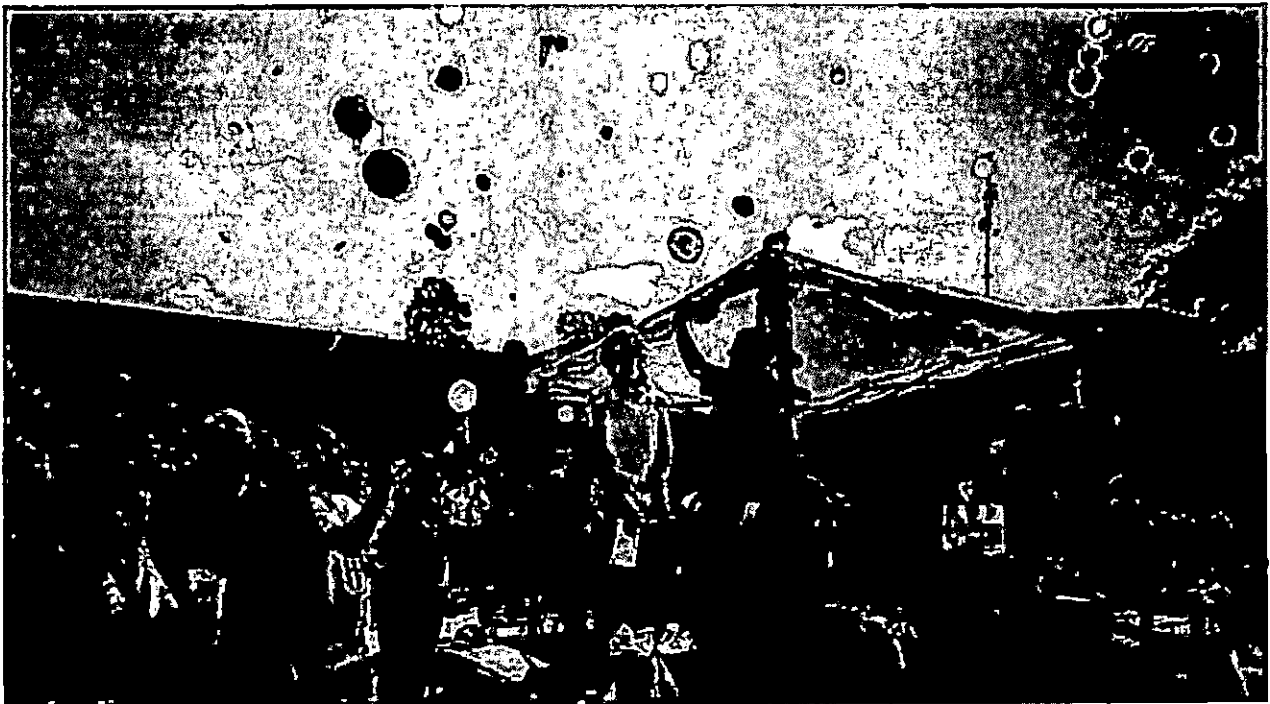
Stakeholder	Key Activities
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## Conclusion

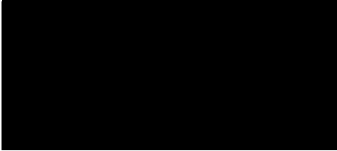


This *Entry Plan* creates the opportunity to establish relationships with internal and external stakeholders while gaining a deeper understanding of the district's strengths and challenges.

The structured listening and learning sessions and data collection process will enable me to maximize the district's efforts towards accelerating student achievement (teaching and learning) for all students within Klein ISD. Our foremost role is to ensure that the quality of education we provide them will allow all students to achieve their highest potential.



**Thomas A. Wallis, Ed. D.**



**thomas.wallis@bryanisd.org**

June 2016

Thompson and Horton LLP.  
3200 Southwest Frwy., Suite 2000  
Houston, Tx 77027

RE: Leander Independent School District

Dear Mr. Thompson and Dr. Moses,

I am honored to have received your letter of invitation asking if I would consider submitting my credentials for the superintendent position in Leander Independent School District. After research and reflection, I would be honored to serve as the district's next leader and am eager to convey my record of academic gains, initiatives and experiences with you for consideration. I am also proud to highlight a series of professional and academic accomplishments that I would build upon to further Leander's goals, including being named:

- TCEA Superintendent of the Year – 2016.
- John Hoyle Distinguished Educator of the Year – 2015.
- Region VI Superintendent of the Year - 2014.

I was also honored to:

- Lead both a high school and a district to the U.S. News and World Report's "Top 1,000 High Schools in America" list, twice as a principal and twice as superintendent.
- Increase academic gains every year in Bryan ISD, from 21 distinctions in 2012-2013 to 39 distinctions in 2013-2014.
- Lead Bryan ISD from Improvement Required to Met Standard.
- Pass School Referendums in Bryan ISD (2014) for \$132 Million (largest in Bryan ISD and Brazos Valley History) and in Palestine ISD (2008) for \$64 Million (largest in Palestine and Anderson County History).

I'm eager for the opportunity to bring the following key tenets of successful leadership to Klein ISD:

***An entry plan based on experience—***

I believe the district does not need a new superintendent to change systems just for the sake of change. Therefore, I would begin my appointment with a detailed entry plan that allows stakeholders a voice in what is working well and what challenges are forthcoming. After the first 90 days, I would present a detailed report to the board of trustees, outlining the findings and presenting a detailed plan of action for consideration.

***Leadership that focuses on the fundamentals—***

As an educator of 24 years, I believe the formula for successful leadership includes:

- A relentless pursuit of student success.
- Broad collaboration and relationship building.
- Constant visibility in schools, the community, the region and the state.
- Frequent, high-quality communication with the board, the district and the community.
- Integrity and well-defined values.
- A strong focus on family.

***A laser-like focus on student success—***

Post-secondary and career readiness for all students should be the engine that drives every educator. As a teacher/coach in Lamesa and Mesquite ISD's and an administrator in Mesquite, Rockwall, Mabank, Palestine and Bryan ISD's, I have lead initiatives that enhance both advanced academic programs and career-ready classes. *Post-secondary success* and being *Future Ready* mean different things to different students—but what shouldn't change is the will of educators to help students achieve their dreams.

With that in mind, Bryan ISD increased academic distinctions from 21 to 39 in a single year, won another state championship, made a first-ever appearance to the state basketball tournament, created partnerships with industry leaders and area Universities, and redoubled efforts in CTE, Fine Arts, Special Education and Curriculum and Instruction to flexibly serve the needs of *all* children. In my five years at Bryan ISD, the district reoriented itself toward positive educational experiences that prepare all students for success after graduation.

***Collaboration—***

Successes come when leaders cultivate relationships and actively seek buy-in from others. The districts I have lead evolved to embrace a culture of collaboration and collegiality. For example, I created four different advisory councils (Student, Parent, Teacher and Business) that meet independently to discuss items of interest and problem solve.

These advisory committees seek new ways to improve student achievement and solve challenges, including rezoning, strategic planning and passing school bond referendums.

Strategic planning isn't possible without input and insight from the community. As superintendent, I brought the community together to craft strategic plans for both Bryan and Palestine ISD's—each plan involving extensive partnerships with the community and district personnel.

In Palestine ISD, such planning resulted in a high school that improved their academic rating from "Unacceptable" to "Recognized" and the passage of a \$64 million bond. In Bryan ISD, the process led to another successful bond referendum for \$132 million, largest in the

county's history. We also increased partnerships and involvement from Texas A&M University and Blinn College.

***Seamless Board Relations—***

I believe successful school districts have sound trustees who work collaboratively with their superintendent. I have always communicated openly with my boards, believing that frequent, high quality communication builds trust and cohesion in the team of eight.

***Visibility—***

To advocate for public education and best serve students, a superintendent must be visible at every level: in classes, schools, community meetings, legislative meetings, regional partnerships and other.

By mid-semester my first year in Bryan ISD, I visited all 1,587 classrooms. I continue to visit classes every week to observe firsthand how we build relationships with students and design engaging lessons that prepare our students for their future.

These visits also allow me to support our teachers, staff and students by hearing their needs firsthand.

At the state level, I am actively involved with elected officials and was honored to defend public education during legislative testimony related to House Bill 5 and the state's school finance lawsuit. I work closely with lawmakers and invite them to our district's events to showcase the wonderful programs we offer.

***Communication—***

Leaders must be visible, but they must also be able to communicate the district's vision, mission and core. The superintendent must be the district's foremost communicator and spokesperson—both internally and externally. Clear communication is essential for building relational capacity with students, staff and the community.

I enjoy communicating and maintain an active social media presence, aimed at highlighting student success. I have the most active Twitter account (@Wallis\_BeTheOne) in the district and enjoy the competition students and staffs engage in to be "retweeted" by me. \

I am also active on Facebook and created a "Bryan ISD Ambassadors" group as another means of sharing good news and positive messages.

To read my Fantastic Fridays newsletter visit [www.BryanISD.org](http://www.BryanISD.org) and click on the superintendent page, then click "Fantastic Fridays." My video blogs are available on the superintendent's web page, as well.

Externally, I seek out new ways to utilize the value and powerful impact of technology as a connective bridge between our district and our citizens.

I expanded the district's video presence to provide high-definition video content for the City of Bryan's Channel 16 municipal television channel. I oversaw construction of a full, HD green-screen studio for use in photography and video production.

***Integrity—***

Integrity has been key to my success as a leader. Transparency is the key to operating with integrity. To make sound decisions, a superintendent must be informed, open and honest—particularly with the public's money.

My districts have received superior financial integrity (FIRST) ratings every year—including perfect scores the past two years. I meet weekly with the assistant superintendent of business services to ensure I have a sound financial picture of the district at all times.

***Focusing on Family—***

Being superintendent is a demanding job, but I am first and foremost a [REDACTED] and a [REDACTED] attend Bryan schools, which adds to my deep sense of responsibility to do great work for children. Being both [REDACTED] and a superintendent give me a unique window into the learning environment, and I use the knowledge I gain from being a [REDACTED] to benefit my role as superintendent.

The Bryan ISD vision statement is, "Children First Always...The Bryan Way!" That also happens to be my own, personal core belief. Decisions should be made based on best practices, data, collaboration and, most importantly, doing what is right for children.

I am applying to serve as Superintendent of Klein ISD for one simple reason: it is a superb district that offers children a stellar preparation to pursue their dreams. It's the kind of district I want [REDACTED] attending school in, where they are challenged every day to be excellent. The district's vision and mission statements align with my own beliefs. Your board and community work together to serve students.

I believe I possess the skills, knowledge and attitude to serve successfully as the next Superintendent of Klein Independent School District, and I would always work to advance upon the excellence already in place. I am eager to bring my ideas, energy and love for children to work in a part of the state I still consider to be "home." [REDACTED] and I are excited about the opportunity to bring [REDACTED] to Klein.

If given the opportunity to meet and interview with the board, I believe you will discover that there are few leaders who can match my passion for children and doing what is best for them. I look forward to the opportunity for an interview and the potential honor of serving as your next superintendent.

Respectfully,

Thomas A. Wallis, Ed. D.  
Superintendent of Schools  
Bryan ISD

9/13/2016

Google Apps Vault - proof

**proof**

email: "thomas.wallis@bryanisd.org Thomas Wallis"  
 To: email: "brandon.webb@bryanisd.org Brandon Webb"  
 Cc: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Sunday, June 19, 2016 at 9:40:05 PM Central Daylight Time

Brandon,

Here is my signature and letter. Please proof, place on the pages letter head and mail it. Everything is in your top draw. Please text me when you have finished proofing. I really appreciate you.

—

Thomas Wallis, Ed.D.  
 Superintendent, Bryan ISD  
 979-209-1002 (office)  
 979-209-1004 (fax)  
 101 N. Texas Ave, Bryan, TX 77803  
 @Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

---

**Attachments:**

Wallis Sig.png 24k  
 Leander.docx 140k

email: "brandon.webb@bryanisd.org Brandon Webb"  
 To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Monday, June 20, 2016 at 9:56:40 AM Central Daylight Time

On Sun, Jun 19, 2016 at 9:40 PM, Thomas Wallis <thomas.wallis@bryanisd.org> wrote:

Brandon,

Here is my signature and letter. Please proof, place on the pages letter head and mail it. Everything is in your top draw. Please text me when you have finished proofing. I really appreciate you.

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9/13/2016

Google Apps Vault - proof

—  
*Children First, Always...The Bryan Way*

Brandon V. Webb, M.S.  
Director of Communications  
Bryan ISD

[brandon.webb@bryanisd.org](mailto:brandon.webb@bryanisd.org)  
(o) 979-209-1022

[facebook.com/BryanISD](https://www.facebook.com/BryanISD)  
[twitter.com/BryanISD](https://twitter.com/BryanISD)

---

**Attachments:**

**Leander Letter of Interest .pdf 325k**

---

email: "brandon.webb@bryanisd.org Brandon Webb"      Monday, June 20, 2016 at 10:21:06 AM Central Daylight Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Final verslon. Now go enjoy the day!

On Sun, Jun 19, 2016 at 9:40 PM, Thomas Wallis <[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)> wrote:

Brandon,

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9/13/2016

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Brandon V. Webb, M.S.  
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Bryan ISD

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(o) 979-209-1022  
[REDACTED]  
[facebook.com/BryanISD](https://www.facebook.com/BryanISD)  
[twitter.com/BryanISD](https://www.twitter.com/BryanISD)

---

**Attachments:**

**Leander Letter of Interest .pdf 325k**

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9/13/2016

Google Apps Vault - Fwd: Leander ISD Interview Details

---

## Fwd: Leander ISD Interview Details

---

email: [REDACTED] **Wednesday, June 29, 2016 at 4:38:50 PM Central Daylight Time**  
To: email: "thomas.wallis@bryanisd.org Dr. Tommy Wallis"

Sent from my iPhone

Begin forwarded message:

**From:** Mike Moses <[REDACTED]>  
**Date:** June 28, 2016 at 3:28:07 PM CDT  
**To:** "Dr. Tommy Wallis" <[REDACTED]>  
**Subject:** RE: Leander ISD Interview Details

Tommy,

Your  
interview with the Leander ISD Board is scheduled for July 12, at 8:00  
p.m. The interview will be held at Vista Ridge High School which is  
located at 200 S. Vista Ridge Blvd., in Cedar Park.

A map is attached for your review. If you are on 1431 (Whitestone  
Blvd.) to come to Vista Ridge High School, you will turn on Vista Ridge  
Blvd. If you are driving south on Vista Ridge Blvd., you will go past the  
stoplight for Park St. and Vista Ridge High School will be on your left. Gupton  
Stadium will be on your right. Take the 2<sup>nd</sup> entrance into  
Vista Ridge and follow it around the building to the back.

Park in the back parking lot and text or call Marlyn Hnatow at  
586-453-7447  
to let her know that you have arrived. She will meet you in the parking  
lot and accompany you into the building.

9/13/2016

Google Apps Vault - Fwd: Leander ISD Interview Details

Please let me know if you have any questions. Best of luck.

Mike

---

**Attachments:**

**Map.pdf 841k**

---

9/13/2016

Google Apps Vault - Suggestions on resume

## Suggestions on resume

email: "thomas.wallis@bryanisd.org Thomas Wallis"  
 To: email: [REDACTED] Dr. Mike Moses"  
 Bcc: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Monday, June 13, 2016 at 3:18:44 PM Central Daylight Time

Dr. Moses,

Just wanted to see if you had time to proof over my resume to see if there is something I may need to address that has not been listed. Any suggestions you have would be appreciated. If you feel my credentials are in order, I will send them at weeks end for Leander ISD.

On another note, I am proud Lance got Katy. He is a good man and will do great. If you get the Allen search, I will try for it a second time. Thought my interview last time went well. If I was going to get beat out, at least it was Lance. LOL.

Regards,

—  
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 979-209-1004 (fax)  
 101 N. Texas Ave, Bryan, Tx 77803  
 @Wallis\_BeTheOne (Twitter)

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### Attachments:

Thomas A. Wallis Resume.March 2016.pdf 1.8M

email: [REDACTED] Dr Mike Moses"  
 To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Tuesday, June 14, 2016 at 10:45:21 AM Central Daylight Time

Tommy,

The one I got with this email yesterday is the first one that I have seen? Did you send one last week?

In any event, I am very impressed. Don't remember if this is updated, but it looks really professional. Great picture, bordering on pages looks good and it flows well. Content is solid. I really can't suggest any changes.

My address on your reference list needs to be updated and I texted you a new v card.

This looks good and I would be pleased to present.

9/13/2016

Google Apps Vault - Suggestions on resume

Mike

Sent from my iPad

On Jun 13, 2016, at 3:18 PM, Thomas Wallis <[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)> wrote:

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&lt;Thomas A. Wallis Resume.March 2016.pdf&gt;

---

email: [REDACTED] Dr Mike Moses" Wednesday, June 15, 2016 at 9:01:30 PM Central Daylight Time  
 To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Did you get my feedback?

Sent from my iPad

On Jun 13, 2016, at 3:18 PM, Thomas Wallis <[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)> wrote:

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<Thomas A. Wallis Resume.March 2016.pdf>

---

email: "thomas.wallis@bryanisd.org Thomas Wallis" Thursday, June 16, 2016 at 9:54:20 AM Central Daylight Time  
 To: email: [REDACTED] Dr Mike Moses"

Just now. I looked in my folder from Mrs. Lee and it was there. My secretary has been out due to a car accident and she had it. Thank you very much for the feedback. I will send my credentials for LISD tomorrow. Again, your mentorship and time is greatly appreciated.

On Wed, Jun 15, 2016 at 9:01 PM, Dr Mike Moses <[REDACTED]> wrote:  
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Sent from my iPad

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---

email: "thomas.wallis@bryanisd.org Thomas Wallis" Thursday, June 16, 2016 at 9:55:25 AM Central Daylight Time  
 To: email: [REDACTED] Dr Mike Moses"

I am sorry I failed to ask you this in the previous email. For positions you are doing the search, do I need to use you as a reference?

On Thu, Jun 16, 2016 at 9:54 AM, Thomas Wallis <thomas.wallis@bryanisd.org> wrote:  
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Google Apps Vault - Suggestions on resume

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email: "██████████ Mike Moses" Thursday, June 16, 2016 at 10:09:33 AM Central Daylight Time  
 To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

I would not. Happy to on others.

Sent from my iPhone

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---

email: "thomas.wallis@bryanisd.org Thomas Wallis" Thursday, June 16, 2016 at 10:14:40 AM Central Daylight Time  
 To: email: [REDACTED] Mike Moses"

yes sir.

On Thu, Jun 16, 2016 at 10:09 AM, Mike Moses <[REDACTED]> wrote:  
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Sent from my iPhone

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2008  
 State Controller John G. Jeter

**Operational Budgeting Process**

For the 2007 legislative session, LSCB should be first to have a budget plan for the 2008 session. LSCB is currently in the process of reviewing the 2007 budget and is expected to have a budget plan for the 2008 session by the end of the year. LSCB is currently in the process of reviewing the 2007 budget and is expected to have a budget plan for the 2008 session by the end of the year. LSCB is currently in the process of reviewing the 2007 budget and is expected to have a budget plan for the 2008 session by the end of the year.

**Budget Review Process**

The budget review process will begin with the review of the 2007 budget. LSCB will then review the 2008 budget and provide recommendations to the Board. LSCB will then review the 2008 budget and provide recommendations to the Board. LSCB will then review the 2008 budget and provide recommendations to the Board.

**Key Performance Indicators**

LSCB will track several key performance indicators to ensure the 2008 budget is on track. LSCB will track several key performance indicators to ensure the 2008 budget is on track. LSCB will track several key performance indicators to ensure the 2008 budget is on track.

**Appendix**

Agency Performance FY07	100%
Budget Change	0%
Customer Satisfaction	95%
Staff Retention	98%
Customer Service Score	4.5/5
Employee Turnover	5%
Internal Audit Score	90%
Internal Control Score	92%
Internal Compliance Score	95%

**Financial Summary for 2008**

The 2008 budget is expected to be a balanced budget. LSCB is currently in the process of reviewing the 2008 budget and is expected to have a budget plan for the 2008 session by the end of the year. LSCB is currently in the process of reviewing the 2008 budget and is expected to have a budget plan for the 2008 session by the end of the year.

**Notes**

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**Major Expenses**

Salaries  
 Benefits  
 Travel  
 Other

	2007	2008	2009
Salaries	100	105	110
Benefits	20	21	22
Travel	5	5	5
Other	10	10	10
<b>Total</b>	<b>135</b>	<b>141</b>	<b>147</b>

**Other Financial Information/Notes**

The 2008 budget is expected to be a balanced budget. LSCB is currently in the process of reviewing the 2008 budget and is expected to have a budget plan for the 2008 session by the end of the year. LSCB is currently in the process of reviewing the 2008 budget and is expected to have a budget plan for the 2008 session by the end of the year.

**Budget Summary**

The 2008 budget is expected to be a balanced budget. LSCB is currently in the process of reviewing the 2008 budget and is expected to have a budget plan for the 2008 session by the end of the year. LSCB is currently in the process of reviewing the 2008 budget and is expected to have a budget plan for the 2008 session by the end of the year.

**Appendix**

	2007	2008	2009
Salaries	100	105	110
Benefits	20	21	22
Travel	5	5	5
Other	10	10	10
<b>Total</b>	<b>135</b>	<b>141</b>	<b>147</b>

Pay Category	Rate
1. 12.000.000	12.000.000
2. 12.000.000	12.000.000
3. 12.000.000	12.000.000
4. 12.000.000	12.000.000
5. 12.000.000	12.000.000
6. 12.000.000	12.000.000
7. 12.000.000	12.000.000
8. 12.000.000	12.000.000
9. 12.000.000	12.000.000
10. 12.000.000	12.000.000

Other Paying 300.000.000  
 The following is a list of all the pay categories and their respective amounts for the year 2010. The total amount for all categories is 300.000.000. The following table shows the breakdown of the total amount by category.

Pay Category	Rate
1. 12.000.000	12.000.000
2. 12.000.000	12.000.000
3. 12.000.000	12.000.000
4. 12.000.000	12.000.000
5. 12.000.000	12.000.000
6. 12.000.000	12.000.000
7. 12.000.000	12.000.000
8. 12.000.000	12.000.000
9. 12.000.000	12.000.000
10. 12.000.000	12.000.000

Other Paying 300.000.000  
 The following is a list of all the pay categories and their respective amounts for the year 2010. The total amount for all categories is 300.000.000. The following table shows the breakdown of the total amount by category.

Pay Category	Rate
1. 12.000.000	12.000.000
2. 12.000.000	12.000.000
3. 12.000.000	12.000.000
4. 12.000.000	12.000.000
5. 12.000.000	12.000.000
6. 12.000.000	12.000.000
7. 12.000.000	12.000.000
8. 12.000.000	12.000.000
9. 12.000.000	12.000.000
10. 12.000.000	12.000.000

Other Paying 300.000.000  
 The following is a list of all the pay categories and their respective amounts for the year 2010. The total amount for all categories is 300.000.000. The following table shows the breakdown of the total amount by category.

Pay Category	Rate
1. 12.000.000	12.000.000
2. 12.000.000	12.000.000
3. 12.000.000	12.000.000
4. 12.000.000	12.000.000
5. 12.000.000	12.000.000
6. 12.000.000	12.000.000
7. 12.000.000	12.000.000
8. 12.000.000	12.000.000
9. 12.000.000	12.000.000
10. 12.000.000	12.000.000

## **Thomas A. Wallis, Ed.D.**

June 2016

Thompson and Horton LLP  
3200 Southwest Frwy., Suite 2000  
Houston, TX 77027

RE: Leander Independent School District

Dear Mr. Thompson and Dr. Moses:

It was an honor to receive your invitation to submit my credentials for the position of Leander Independent School District Superintendent. It would be a privilege to interview and potentially serve as the district's next leader. My experience, skill-set, leadership style and core beliefs align closely with Leander's, and I am eager to convey my record of academic gains and initiatives.

My active and engaged leadership style lends itself to leading a fast growth district, and in Bryan I have implemented initiatives similar to LISD's guiding documents. Leander's accomplishments have been stellar, and the district is well known for involving parents, students, community stakeholders and other partners in decision-making. These are hallmarks of great districts. I am eager to build upon the strong brand of excellence already established in Leander ISD. Given the opportunity to visit with the board, I believe they, too, will feel our shared beliefs will ensure a smooth transition if I am selected.

As Leander's next leader, I will work immediately to build familiarity and trust by working collaboratively with stakeholders. My focused entry plan will convey credibility and a welcoming, collaborative environment in which the community continues to be fully engaged with its school district and its superintendent.

Leander is an incredible place to live. It is a district of choice throughout the region. The district's student and staff success, an engaged school board and great support from the educational foundation are a few reasons [REDACTED] and I would be honored to join the community.

Being superintendent is a demanding job, but I am first and foremost a [REDACTED]  
[REDACTED] attend Bryan schools, which adds

[REDACTED] W 979-209-1002

Email [thomas.wallis@bryansisd.org](mailto:thomas.wallis@bryansisd.org)



## Thomas A. Wallis, Ed.D.

to my deep sense of responsibility to do great work for children. I use the knowledge I gain from being a [REDACTED] to support and enhance my role as superintendent.

Leander's 10 ethical principles speak volumes to me as a leader, educator and more importantly, a father. They demonstrate that the district strives to produce well-rounded, globally competitive students to lead our State and Nation.

The principles tell community and parents that there is more to the educational process in Leander than excelling on tests. The children of LISD are clearly in classes with educators who want the best for every child, regardless of background. As superintendent of Leander ISD, I will continue supporting these guiding documents. In fact, I will live and model them.

If given the opportunity to meet with the board, I believe they will discover that there are few leaders who can match my passion for children and doing what is best for them.

I look forward to the opportunity to interview and the potential to serve as Leander's next superintendent.

Respectfully,



Thomas A. Wallis, Ed. D.  
Superintendent  
Bryan Independent School District

Monday, June 27, 2016

Thompson and Horton LLP.  
3200 Southwest Frwy., Suite 2000  
Houston, Tx 77027  
RE: Leander Independent School District

Dear Mr. Thompson and Dr. Moses,

It was an honor receiving your letter of invitation asking if I would consider submitting my credentials for the superintendent position in Leander Independent School District. After research, reflection and discussion with [REDACTED] I would consider it a privilege to interview, and possibly serve as the district's next leader. I feel my skill set, leadership style and core beliefs align with Leander's and am eager to convey my record of academic gains, initiatives and experiences with you for consideration.

In addition, my leadership style lends itself to leading a fast growth district and Bryan ISD has many of the same initiatives, similar to LISD's guiding documents, in place making me a quality candidate. What LISD has accomplished over the years is great, but the way Leander involves stakeholders, community, students and partners in decision-making makes the successes even greater. The LISD brand is one I can promote, communicate and support and, if given the opportunity to visit with the board, I believe they too, will feel our shared beliefs can, and will, ensure a smooth transition if I am selected.

As with any change, there will be anxiety and nervousness in the community and staff. Leander will need a leader that can build trust and work collaboratively with stakeholders. I believe my credentials along with a focused entry plan will bring a sense of credibility and ease to the community, illustrating a sense of team and collaboration.

Leander is an incredible place to live and is a district of choice for people relocating to the area. Being a fast growth district, the HEB large school district of Texas, the numerous successes of both students and staff, an engaged school board and great support from the educational foundation are a few reasons [REDACTED] would like to become part of the LISD brand.

Being superintendent is a demanding job, but I am first and foremost a [REDACTED] [REDACTED] attend Bryan schools, which adds to my deep sense of responsibility to do great work for children. Being both [REDACTED] and a superintendent give me a unique window into the learning environment, and I use the knowledge I gain from being a [REDACTED] to benefit my role as superintendent.

In conclusion, Leander's 10 ethical principles speak volumes to me as a leader, educator and more importantly, a [REDACTED] They demonstrate the desire of a district that wants to teach well rounded, globally competitive and ethical students who will lead our State and Nation into the next generation. The principles tell community

and parents that in Leander there is more to the educational process than test taking. It further says if you enroll your children in LISD, they will be in classes with educators who want the best for every child regardless of background. As superintendent of Leander ISD I will not only continue supporting your guiding documents, I will live and model them.

If given the opportunity to meet and interview with the board, I believe they will discover that there are few leaders who can match my passion for children and doing what is best for them. I look forward to the opportunity to interview and the potentially serving as Leander's next superintendent.

Respectfully,

Thomas A. Wallis, Ed. D.  
Superintendent  
Bryan Independent School District

9/13/2016

Google Apps Vault - Fwd: Leander ISD

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**Fwd: Leander ISD**

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email: "bisd\_superintendent@bryanisd.org Bisd  
Superintendent"

Wednesday, July 6, 2016 at 2:45:00 PM Central Daylight Time

To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

----- Forwarded message -----

From: Michael Holland. ESC6 <mholland@esc6.net>

Date: Fri, Jul 1, 2016 at 4:19 PM

Subject: Fwd: Leander ISD

To: Tommy Wallis <superintendent@bryanisd.org>

Here is the info on Leander. Hope your [REDACTED]s better. Thanks for attending the conference. Hope you enjoyed it.

Have a great 4th.

MH

Sent from my iPhone

Begin forwarded message:

From: Lucas Janda <Lucas.Janda@leanderisd.org>

Date: July 1, 2016 at 9:24:50 AM CDT

To: "Michael Holland. ESC6" <mholland@esc6.net>

Subject: Leander ISD

Mr. Holland,

Overall, the District is in great financial health despite future funding concerns.

9/13/2016

Google Apps Vault - Fwd: Leander ISD

On the debt side of the house, significant changes could occur in an upcoming refunding which would significantly flatten what is currently an escalating debt service schedule.

You are more than welcome to forward this e-mail to any interested parties. If you have any questions, please feel free to contact me. Thanks.

Lucas Janda

Chief Financial Officer

Leander ISD

512-570-0405

[www.leanderisd.org](http://www.leanderisd.org)

Follow us on Facebook and Twitter

9/13/2016

Google Apps Vault - Fwd: Leander ISD

This email has been scanned by the Symantec Email Security.cloud service.

For more information please visit <http://www.symanteccloud.com>

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--  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

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**Attachments:**

Image001.png 12k

Leander ISD.xlsx 21k

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9/13/2016

Google Apps Vault - Phone Call

## Phone Call

email: "thomas.wallis@bryanisd.org Thomas Wallis" Monday, July 6, 2015 at 2:32:38 PM Central Daylight Time  
 To: email: [REDACTED], email: [REDACTED]

Dr. Butler,

It was nice visiting with you last week. As a result of our conversation, I have decided to submit my credentials for AISD. Please feel free to contact me on my cell at [REDACTED] for any additional information.

Regards,

—

Thomas Wallis, Ed.D.  
 Superintendent, Bryan ISD  
 979-209-1002 (office)  
 979-209-1004 (fax)  
 101 N. Texas Ave, Bryan, Tx 77803  
 @Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

### Attachments:

entry Plan copy.pages 2.9M

Wallis Resume .pages 348k

Letter of Interest .ver 2.docx 122k

email: [REDACTED] Jesse Butler" Monday, July 6, 2015 at 7:58:50 PM Central Daylight Time  
 To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Hello Dr. Wallis,

Waterford School Services, Inc. welcomes your application for the Abilene ISD superintendent position. The AISD school board is conducting a confidential superintendent search.

We will keep you informed as we move through the AISD superintendent search process.

We look forward to visiting with you.

Regards,

Dr. Felipe Alanis, Waterford School Services, Inc.  
 (956) 627-0500  
 (512) 632-6030

Dr. Jess Butler, Waterford School Services, Inc.  
 (512) 328-7241  
 (512) 496-6260

9/13/2016

Google Apps Vault - Phone Call

On Mon, Jul 6, 2015 at 2:32 PM, Thomas Wallis <[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)> wrote:

Dr. Butler,

It was nice visiting with you last week. As a result of our conversation, I have decided to submit my credentials for AISD. Please feel free to contact me on my cell at [REDACTED] for any additional information.

Regards,

--

Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

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9/13/2016

Google Apps Vault - Selection of Coppell ISD applicants

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## Selection of Coppell ISD applicants

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email: "Marian.Strauss@tasb.org Marian Strauss"      Wednesday, July 2, 2014 at 3:11:34 PM Central Daylight Time  
To: email: "Executive.Search@tasb.org Executive Search"  
Cc: email: "Marian.Strauss@tasb.org Marian Strauss" , email: "Butch.Felkner@tasb.org Butch Felkner"

ESSemailHeader022812wns.jpg

The Coppell ISD Board of Trustees met on July 1, to review all submitted applications and selected 6 applicants to interview for the position of superintendent. We regret to inform you that you were not one of those selected.

We encourage you to periodically review your application and supporting documents stored in our data base and to continue checking our web site as new positions are posted frequently.

9/13/2016

Google Apps Vault - Selection of Coppell ISD applicants

The Board of Trustees and Executive Search Services thank you for your interest in this opportunity

and wish you good luck in your efforts to find a challenging position. If we can assist you in any way please contact us.

cid:  
**Executive Search Services**

Texas Association of School Boards  
12007 Research Blvd. • Austin, Texas 78759-2439  
512.467.0222, ext. 6243 • 800.580.8272

**Marian Strauss EdD**

*Senior Consultant*

*Executive Search Services*

Texas Association of School Boards  
12007 Research Blvd. • Austin, Texas 78759-2439  
512.467.0222, ext. 3115 & 6631 • 800.580.8272 cell. 512.964.3641

9/13/2016

Google Apps Vault - Selection of Coppell ISD applicants



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**Attachments:**

**Image001.jpg 33k**

**Image002.gif 1.1k**

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9/13/2016

Google Apps Vault - More trip info

## More trip info

email: [REDACTED] Thursday, February 13, 2014 at 10:32:08 AM Central Standard Time  
To: email: "thomas.wallis@bryanisd.org Dr. Tommy Wallis"

Sent from my iPhone

Begin forwarded message:

**From:** Amy Pownall <[REDACTED]>  
**Date:** February 12, 2014 at 5:51:34 PM CST  
**To:** [REDACTED]  
**Subject:** Update: Re: Board Approves Superintendent Leadership Profile

Hola,  
Kevin put out a few feelers and I will share anything he discovers.

He says that during his 10 years on the job he has noticed that they rarely hire from within. He agrees that the Asst Supt Cnl and Assessment, Bill Bechtol, is not highly regarded. Asst Sup for Business Services, David Edgar, is new. Asst Supt for Human Resources, Lester Wolff, not a likely candidate.

Story about hiring goof they made.  
<http://www.kvue.com/news/local/leaves-isd-rescinds-job-contract-to-225224152.html>

other info:  
<http://www.texaswatchdog.org/2011/02/todays-featured-video-supersized-salaries-perks-for-school-superintendents/1297263479.column>

<http://westlakeliving.net/wp/nola-wellman-trailblazer-extraordinaire/>

<http://www.statesman.com/news/news/local/leaves-school-district-bond-package-would-likely-re/ncll.6/#cmComments> *Be sure and look at the comments here*

BTW - the Manor ISD Supt job is open - MISD is close to Austin but you DO NOT want that job :)

Amy

Amy Olguin Pownall  
[REDACTED]

9/13/2016

Google Apps Vault - More trip info

On Feb 7, 2014, at 12:20 PM, [REDACTED] wrote:

Amy,

Thanks so much for the info.

Talk to you soon,

Tommy

Sent from my iPhone

On Feb 6, 2014, at 11:02 PM, Amy Pownall <[REDACTED]> wrote:

Amy Pownall

Begin forwarded message:

**From:** Kevin Pownall <kpownall@eanesisd.net>  
**Date:** February 6, 2014 at 2:11:11 PM CST  
**To:** Amy Pownall <[REDACTED]>  
**Subject:** Fwd: Board Approves Superintendent Leadership Profile

----- Forwarded message -----  
**From:** Eanes ISD News <info@eanesisd.net>  
**Date:** Thu, Feb 6, 2014 at 2:08 PM  
**Subject:** Board Approves Superintendent Leadership Profile  
**To:** KPOWNALL@eanesisd.net

9/13/2016

Google Apps Vault - More tr:p info

&lt;mime-attachment.gif&gt;

## Eanes ISD News

<http://www.eanesisd.net>

The Eanes ISD Board of Trustees approved a Superintendent Leadership Profile to be used to identify and attract potential applicants. Using both survey data and public meeting input, the district's superintendent search firm, Hazard, Young, Attea & Associates (HYA), created a leadership profile which identifies characteristics desired for use in the superintendent search. The profile was generated from input from more than 500 parents, students, staff and community members in January.

The following were identified as desired competencies:

- Has a clear vision of what is required to provide exemplary educational services and implement effective change;
- Holds a deep understanding of the teaching/learning process and of the role of educational technology;
- Recruits, employs, evaluates, and retains effective personnel throughout the District and its schools;
- Listens to and effectively represents the interests and concerns of students, staff, parents, and community members;
- Fosters a positive professional climate of mutual trust and respect among faculty, staff, and administrators;
- Leads in an encouraging, participatory, and team-focused manner;
- Maintains positive and collaborative working relationships with the school board and its members;
- Aligns budgets, long-range plans, and operational procedures with the District's vision, mission, and goals; and
- Effectively plans and manages the long-term financial health of the District.

In addition, the following statements were compiled from community input:

- Eanes ISD seeks an individual with impeccable integrity, who is an adept communicator in a variety of settings and who holds high expectations for self and others; a person who is a visionary leader with the knowledge and skills for implementation of the vision.

9/13/2016

Google Apps Vault - More trip info

- This outstanding communicator seeks the input of others while focusing as the instructional leader, on student growth and achievement, and understanding the appropriate role of technology in the learning process. It is preferred that the successful candidate will have leadership experience in a school district.

- Our next superintendent will exemplify a collaborative and transparent style in the decision-making process, which shall take place within the context of the District's mission, vision and values. A superintendent is sought, who will be visible, involved and engaged in the community, District and schools – at events and in classrooms.

"The Board is very pleased with the Leadership Profile and the accurate picture it paints of the skills our next superintendent should possess," said Rob Hargett, Board President. "We appreciate the hundreds of parents, students, staff and community members, including those without children in our schools, who took the time to offer their input."

After Spring Break, the Board will interview qualified candidates that fit the leadership profile, with a selection for superintendent to be made at the April 30 regular board meeting.

For more information on the superintendent search, please visit <http://www.eanesisd.net/suptsearch>.

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*Eanes Independent School District, 601 Camp Craft Road,  
Austin, TX 78746, Phone: 512.732.9000*

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Eanes Independent School District would like to continue connecting with you via email. If you prefer to be removed from our list, please contact Eanes Independent School District directly. To stop receiving all email messages distributed through our Skylert service, follow this link and confirm: [Unsubscribe](#)

Skylert is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.

9/13/2016

Google Apps Vault - More trip info



--  
Kevin Pownall

Child Nutrition Operations Supervisor  
Eanes ISD

601 Camp  
Craft Road  
Austin, TX 78746

(512) 732-9060 x 20552  
(512) 732-9062  
fax



Dr. Thomas A. Wallis  
Superintendent

Children First Always...  
The Bryan Way!



3/4/14

Please list the five accomplishments in your professional career of which you are most proud, satisfaction and why you do so.

Accomplishments come in many ways, some individual and some collectively, but mine are all based on students achievement. In 2007 I was honored to be named Texas High School Principal of the year. Not that I personally did anything special, but the students and teachers of MHS did an amazing job of buying into a vision and carrying it out. The only reason one wins such a prestigious award is because of those who work with you. To see an East Texas town celebrate a state wide recognition was a true honor.

A second accomplishment was being named superintendent of Palestine ISD. The reason for this is simple, because no one said it could be done. People stated that the district was too large for a first superintendency and it was not. The reason I was hired, according to the board, was they saw a man that loved children more than any other candidate, was genuine, transparent, and was true to his beliefs that children can learn. From the successes as a principal and references, they knew I was a man of character and vision and they wanted me to lead their district. If not for those who worked hard daily in the classes of MHS, students would not have been successful, they were and I was given an opportunity that many felt I would not. Again, about students.

Thirdly, is the passage of the bond in PISD my first year as superintendent. This was the first bond to pass in Palestine in twenty-one years and it was for \$64 million. It passed during the economic downturn 60-40 and the community members bought into the plan and vision set forth by the PAC and building committee. Reasons noted for the passage was there was buy-in and input from the community. This was not the norm for the district. Again, when people feel there is a voice, great things can happen. To see a community at ground breaking ceremonies and when we opened the new facilities was a grand sight. Tears of joy, or amazement and excitement of the children were worth the hours away from [REDACTED] because students were given an opportunities that many said they were not worth having.

My fourth accomplishment was obtaining my doctorate. 2007 was a year I will always remember from my graduation to being named principal of the year. The reason my doctorate was so special is because it was a promise I made to [REDACTED] before he passed - That I would obtain my doctorate. For personal reason is was a great accomplishment, but again, it goes back to the learning community of MHS where the staff, community, church, and students supported my endeavor. My assistant principals and counselors did more duties so I could study and my students sent me cards and letters of encouragement - odd for high school students. Upon graduation, the entire high school attended a celebration party for me and congratulating me on completed task. Again, community buy-in.

My last accomplishment to discuss is a compilation of many incidents. Over my twenty-three year career I have had the blessing of being around children and watching them grow academically, physically and mature are young people. So my last accomplishment is the relationships I have fostered over the years, the cards and letters I receive from former or present students thanking me for what I have done in their lives. For those who write emails, even to a superintendent, that they feel my leadership is what is needed in hard times to the nice comments made when hard time to arrive. To build a team and see the team become successful is a great accomplishment. It is a difficult task to narrow those accomplishments to five. Being an educator is an amazing accomplishment and a job I have been called to perform.

Please share why you are interested in this position and your unique qualifications for it.

Eanes ISD is a district with a stellar reputation for student performance. Not just as a superintendent, but as a [REDACTED] Eanes ISD is a district in which I would want [REDACTED] to attend. Careers will be remembered briefly, but your legacy as a

○ Dr. Thomas A. Wallis  
Superintendent

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██████████ will last generations. I believe that children should be first in our decisions, but I also want the very best for ██████████  
██████████ thus the reason for applying with your firm for Eanes ISD.

◇ Bryan ISD is a district in which I am proud to serve, but believe it, that while it is headed in the right direction for all  
children, ██████████ are not being challenged in ways that I feel they deserve. If it were not for ██████████  
BISD is a district I would remain to champion children that have not had a voice or even hope, but I have an obligation as a  
██████████ to do what I can to challenge ██████████

I feel strongly after reading the leadership profile for Eanes that the qualities listed describe Tommy Wallis as a leader. I put  
children first in decisions and believe in building health relations with all stakeholders. My road to the superintendent office  
has come from academic achievement, as my career has shown, and I espouse that one should listen carefully to all in the  
learning community before moving forward in a decision.

Lastly, my network of great leaders and mentors allow me resources many do not have. Many have served as superintendent  
before me and I believe in learning from the best. I have been involved in legislative sessions, testified, and believe  
superintendents must be visionaries that must look into the future or public education will continue to have a negative  
perception. It takes a team of dedicated educators, community members, parents and students to continue the successes of  
Eanes ISD and I believe I can lead that team if given the opportunity.

9/13/2016

Google Apps Vault - Re

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**Re:**

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email: "brandon.webb@bryanisd.org Brandon Webb" Thursday, March 6, 2014 at 5:37:27 PM Central Standard Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Take a look and let me know what you think? Keep the faith, bw (see attached)

On Thu, Mar 6, 2014 at 2:36 PM, Thomas Wallis <[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)> wrote:

--  
Thomas Wallis, Ed.D.

Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803

@Wallis\_BISD (Twitter)

*Children First, Always... The Bryan Way*

--  
*Children First, Always... The Bryan Way*

Brandon V. Webb  
Director of Communications  
Bryan ISD

[brandon.webb@bryanisd.org](mailto:brandon.webb@bryanisd.org)  
(o) 979-209-1022  
[REDACTED]

[facebook.com/BryanISD](https://www.facebook.com/BryanISD)  
[twitter.com/BryanISD](https://twitter.com/BryanISD)

[https://discovery.google.com/discovery/DisplayMessage?hl=en&m=fcc4666f-9c19-45c7-931e-39c46e01c726&nl=ACD7onp89ncvVISEdb0TRpvsxywW8xG790\\_h...](https://discovery.google.com/discovery/DisplayMessage?hl=en&m=fcc4666f-9c19-45c7-931e-39c46e01c726&nl=ACD7onp89ncvVISEdb0TRpvsxywW8xG790_h...) 2/2



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**Attachments:**  
Webb.doc 33k

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9/13/2016

Google Apps Vault - Fort Worth Possible Materials Needed

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## Fort Worth Possible Materials Needed

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email: [REDACTED] Judy Oberholser" Tuesday, December 23, 2014 at 9:41:46 AM Central Standard Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Dr. Thomas Wallis

101 N. Texas Ave

Bryan TX 77803

RE: Fort Worth Independent School District Superintendent Search

### **APPLICATION MATERIALS STILL NEEDED**

Good Morning,

This e-mail is a friendly reminder regarding our superintendent search for the Fort Worth Independent School District in Texas. To date we may not have received all the necessary materials to complete your

9/13/2016

Google Apps Vault - Fort Worth Possible Materials Needed

application file. We need a letter of interest, completed online application, resume and 3-4 letters of recommendation. We have put a "Yes" next to those items we have received:



**(If there is a yes by all four items below, please disregard this e-mail, no further action is required on your part.)**

Intro Letter Yes

Application Yes

Resume No



Letter of Recommendation Yes

If you are interested in this position and have not yet applied, you may visit our website at [www.rayassoc.com](http://www.rayassoc.com) and complete the online application and upload the supporting documents required.

We look forward to receiving your application materials. Please be sure to have your information submitted on or before the deadline date of **January 5, 2015**. If you have recently submitted your information to us, please disregard this notice with our thanks for your prompt attention.



9/13/2016

Google Apps Vault - Fort Worth Possible Materials Needed

***If you have not started or completed the application, please e-mail us to let us know whether or not you will be completing the application for this position. If you have any questions, please feel free to contact our office at (319) 393-3115.***

Best Regards,

Judy Oberholser

Administrative Assistant

Ray and Associates, Inc.

4403 1st Avenue SE, Suite 407

Cedar Rapids, IA 52402

Phone: (319) 393-3115

Fax: (319) 393-4931

E-mail: [REDACTED]

9/13/2016

Google Apps Vault - Fort Worth Possible Materials Needed

---

**Attachments:**

**Board Approved Flyer.pdf 985k**

---

email: "thomas.wallis@bryanisd.org Thomas Wallis" Tuesday, January 6, 2015 at 11:15:38 AM Central Standard Time  
To: email: [REDACTED] Judy Oberholser"

I just sent you my resume, thank you very much for letting me know my resume did not attach.  
On Tue, Dec 23, 2014 at 9:41 AM, Judy Oberholser [REDACTED] wrote

--  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*



9/13/2016

Google Apps Vault - Ray and Associates

---

## Ray and Associates

---

email: [REDACTED] Judy Oberholser" Monday, December 22, 2014 at 4:01:11 PM Central Standard Time  
To: email: "thomas.wallis@bryanisd.org thomas.wallis@bryanisd.org"

Dr. Wallis,

I am reviewing the applications received for the Fort Worth Superintendent position. We are unable to open your resume as it was attached to the website. If you would like you can email me your resume and I will add it to your file.

Please let me know if you have any questions.

Sincerely,

Judy Oberholser

Administrative Assistant

Ray and Associates, Inc.

Phone: (319) 393-3115

Fax: (319) 393-4931

Email: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

follow us on [Twitter](#) and [Facebook](#)

---

email: "thomas.wallis@bryanisd.org Thomas Wallis" Tuesday, January 6, 2015 at 11:14:38 AM Central Standard Time  
To: email: [REDACTED] Judy Oberholser"

I am unsure as to why it did not attach. I have attached my resume. Thank you.

On Mon, Dec 22, 2014 at 4:01 PM, Judy Oberholser <[REDACTED]> wrote:

Dr. Wallis,

9/13/2016

Google Apps Vault - Ray and Associates

I am reviewing the applications received for the Fort Worth Superintendent position. We are unable to open your resume as it was attached to the website. If you would like you can email me your resume and I will add it to your file.

Please let me know if you have any questions.

Sincerely,

Judy Oberholser

Administrative Assistant

Ray and Associates, Inc.

Phone: (319) 393-3115

Fax: (319) 393-4931

Email: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

follow us on [Twitter](#) and [Facebook](#)

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
[@Wallis\\_BeTheOne](#) (Twitter)

*Children First, Always... The Bryan Way*

---

**Attachments:**

**Professional Resume copy.pages 338k**

---

email: [REDACTED] "Judy Oberholser" Wednesday, January 7, 2015 at 8:24:15 AM Central Standard Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Dr. Wallis,

I am still unable to open the resume, would it be possible for you to send it in a PDF format?

9/13/2016

Google Apps Vault - Ray and Associates

Sincerely,

Judy Oberholser  
Administrative Assistant  
Ray and Associates, Inc.  
Phone: (319) 393-3115  
Fax: (319) 393-4931

Email: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

follow us on [Twitter](#) and [Facebook](#)

**From:** Thomas Wallis [mailto:[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)]  
**Sent:** Tuesday, January 06, 2015 11:15 AM  
**To:** Judy Oberholser  
**Subject:** Re: Ray and Associates

I am unsure as to why it did not attach. I have attached my resume. Thank you.

On Mon, Dec 22, 2014 at 4:01 PM, Judy Oberholser [REDACTED] wrote:

Dr. Wallis,

I am reviewing the applications received for the Fort Worth Superintendent position. We are unable to open your resume as it was attached to the website. If you would like you can email me your resume and I will add it to your file.

Please let me know if you have any questions.

Sincerely,

Judy Oberholser  
Administrative Assistant  
Ray and Associates, Inc.

9/13/2016

Google Apps Vault - Ray and Associates

Phone: (319) 393-3115

Fax: (319) 393-4931

Email: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

follow us on [Twitter](#) and [Facebook](#)

Thomas Wallis, Ed.D.

Superintendent, Bryan ISD

979-209-1002 (office)

979-209-1004 (fax)

101 N. Texas Ave, Bryan, Tx 77803

@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

---

email: "thomas.wallis@bryanisd.org Thomas Wallis" Thursday, January 8, 2015 at 8:11:03 AM Central Standard Time  
To: email: [REDACTED] Judy Oberholser"

I am very sorry, let us try this. Not sure why the others would not open.

On Wed, Jan 7, 2015 at 8:24 AM, Judy Oberholser [REDACTED] wrote:

Dr. Wallis,

I am still unable to open the resume, would it be possible for you to send it in a PDF format?

Sincerely,

Judy Oberholser

9/13/2016

Google Apps Vault - Ray and Associates

Administrative Assistant

Ray and Associates, Inc.

Phone: (319) 393-3115

Fax: (319) 393-4931

Email: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

follow us on [Twitter](#) and [Facebook](#)

**From:** Thomas Wallis [mailto:[thomas.wallis@brvanisd.org](mailto:thomas.wallis@brvanisd.org)]

**Sent:** Tuesday, January 06, 2015 11:15 AM

**To:** Judy Oberholser

**Subject:** Re: Ray and Associates

I am unsure as to why it did not attach. I have attached my resume. Thank you.

On Mon, Dec 22, 2014 at 4:01 PM, Judy Oberholser [REDACTED] wrote:

Dr. Wallis,

I am reviewing the applications received for the Fort Worth Superintendent position. We are unable to open your resume as it was attached to the website. If you would like you can email me your resume and I will add it to your file.

Please let me know if you have any questions.

Sincerely,

Judy Oberholser

Administrative Assistant

Ray and Associates, Inc.

Phone: (319) 393-3115

Fax: (319) 393-4931

Email: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

9/13/2016

Google Apps Vault - Ray and Associates

follow us on [Twitter](#) and [Facebook](#)

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
[@Wallis\\_BeTheOne](#) (Twitter)

*Children First, Always... The Bryan Way*

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
[@Wallis\\_BeTheOne](#) (Twitter)

*Children First, Always... The Bryan Way*

---

**Attachments:**

**Professional Resume copy.pdf 230k**

---

email: **Judy Oberholser** Thursday, January 8, 2015 at 8:44:35 AM Central Standard Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Perfect, third time is a charm! I have printed it and will add it to your file.

9/13/2016

Google Apps Vault - Ray and Associates

Sincerely,

Judy Oberholser  
Administrative Assistant  
Ray and Associates, Inc.  
Phone: (319) 393-3115  
Fax: (319) 393-4931  
Email: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

follow us on [Twitter](#) and [Facebook](#)

**From:** Thomas Wallis [mailto:[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)]  
**Sent:** Thursday, January 08, 2015 8:11 AM  
**To:** Judy Oberholser  
**Subject:** Re: Ray and Associates

I am very sorry, let us try this. Not sure why the others would not open.

On Wed, Jan 7, 2015 at 8:24 AM, Judy Oberholser <[REDACTED]> wrote:

Dr. Wallis,

I am still unable to open the resume, would it be possible for you to send it in a PDF format?

Sincerely,

Judy Oberholser  
Administrative Assistant  
Ray and Associates, Inc.  
Phone: (319) 393-3115  
Fax: (319) 393-4931

Email: [REDACTED]

9/13/2016

Google Apps Vault - Ray and Associates

[www.rayassoc.com](http://www.rayassoc.com)

follow us on [Twitter](#) and [Facebook](#)

**From:** Thomas Wallis [mailto:[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)]  
**Sent:** Tuesday, January 06, 2015 11:15 AM  
**To:** Judy Oberholser  
**Subject:** Re: Ray and Associates

I am unsure as to why it did not attach. I have attached my resume. Thank you.

On Mon, Dec 22, 2014 at 4:01 PM, Judy Oberholser <[REDACTED]> wrote:

Dr. Wallis,

I am reviewing the applications received for the Fort Worth Superintendent position. We are unable to open your resume as it was attached to the website. If you would like you can email me your resume and I will add it to your file.

Please let me know if you have any questions.

Sincerely,

Judy Oberholser  
Administrative Assistant  
Ray and Associates, Inc.  
Phone: (319) 393-3115  
Fax: (319) 393-4931  
Email: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

follow us on [Twitter](#) and [Facebook](#)



9/13/2016

Google Apps Vault - Ray and Associates

Thomas Wallis, Ed.D.

Superintendent, Bryan ISD

979-209-1002 (office)

979-209-1004 (fax)

101 N. Texas Ave, Bryan, Tx 77803

@Wallis\_BeTheOne (Twitter)

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Superintendent, Bryan ISD

979-209-1002 (office)

979-209-1004 (fax)

101 N. Texas Ave, Bryan, Tx 77803

@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

email: "thomas.wallis@bryanisd.org Thomas Wallis"

Saturday, January 10, 2015 at 11:34:25 AM Central Standard Time

To: email: [redacted] Judy Oberholser"

Thank you

On Thursday, January 8, 2015, Judy Oberholser <[redacted]> wrote:

Perfect, third time is a charm! I have printed it and will add it to your file.

Sincerely,

9/13/2016

Google Apps Vault - Ray and Associates

Judy Oberholser

Administrative Assistant

Ray and Associates, Inc.

Phone: (319) 393-3115

Fax: (319) 393-4931

Email: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

follow us on [Twitter](#) and [Facebook](#)

**From:** Thomas Wallis [mailto:thomas.wallis@bryanisd.org]  
**Sent:** Thursday, January 08, 2015 8:11 AM  
**To:** Judy Oberholser  
**Subject:** Re: Ray and Associates

I am very sorry, let us try this. Not sure why the others would not open.

On Wed, Jan 7, 2015 at 8:24 AM, Judy Oberholser <[REDACTED]> wrote:

Dr. Wallis,

I am still unable to open the resume, would it be possible for you to send it in a PDF format?

Sincerely,

Judy Oberholser

Administrative Assistant

Ray and Associates, Inc.

Phone: (319) 393-3115

Fax: (319) 393-4931

Email: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

follow us on [Twitter](#) and [Facebook](#)

9/13/2016

Google Apps Vault - Ray and Associates

**From:** Thomas Wallis [mailto:thomas.wallis@bryanisd.org]  
**Sent:** Tuesday, January 06, 2015 11:15 AM  
**To:** Judy Oberholser  
**Subject:** Re: Ray and Associates

I am unsure as to why it did not attach. I have attached my resume. Thank you.

On Mon, Dec 22, 2014 at 4:01 PM, Judy Oberholser <[REDACTED]> wrote:

Dr. Wallis,

I am reviewing the applications received for the Fort Worth Superintendent position. We are unable to open your resume as it was attached to the website. If you would like you can email me your resume and I will add it to your file.

Please let me know if you have any questions.

Sincerely,

Judy Oberholser  
Administrative Assistant  
Ray and Associates, Inc.  
Phone: (319) 393-3115  
Fax: (319) 393-4931  
Email: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

follow us on [Twitter](#) and [Facebook](#)

--

Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD

9/13/2016

Google Apps Vault - Ray and Associates

979-209-1002 (office)

979-209-1004 (fax)

101 N. Texas Ave, Bryan, Tx 77803

@Wallis\_BeTheOne (Twitter)

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-

Thomas Wallis, Ed.D.

Superintendent, Bryan ISD

979-209-1002 (office)

979-209-1004 (fax)

101 N. Texas Ave, Bryan, Tx 77803

@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

-

Thomas Wallis, Ed.D.

Superintendent, Bryan ISD

979-209-1002 (office)

979-209-1004 (fax)

101 N. Texas Ave, Bryan, Tx 77803

@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

Executive Plaza Building  
4403 First Avenue SE, Ste 407  
Cedar Rapids, IA 52402

Phone: 319-393-3115  
Fax: 319-393-4931  
Email: glr@rayassoc.com  
Website: www.rayassoc.com



Via e-mail attachment: thomas.wallis@bryanisd.org

April 7<sup>th</sup>, 2015

Dear Dr. Wallis,

Your interview with the Lewisville Independent School District is scheduled for Wednesday, April 15<sup>th</sup> at 3:00 pm.

The interview will be held at the **Hilton Garden Inn** located at  
**785 SH 121**  
**Lewisville, Texas 75067**  
**(972) 459-4600**

Accommodations should be made at the hotels listed on the attached document and **not** at the hotel where the interviews are being held.

**\*When you arrive at the interview location please let the front desk know that you are there for a meeting with Dr. Brockman so that they direct you to the correct conference room.**

**Please be aware that the district is conducting the interview process for the superintendent position in utmost confidentiality. It is extremely important that you do not reveal your candidacy to the media or to anyone who might contact the media. All telephone conversations or e-mail communications should be held in the strictness of confidence. All details of your interview location, date and time should not be shared with anyone. These precautions are taken to protect the privacy of both the candidate and district.**

**All reasonable expenses will be paid, including mileage if you are driving. Please provide detailed receipts when submitting your expenses to the district. Spousal expenses will not be reimbursed at this stage in the interview process.**

Following your interview please submit expenses to:

**Ray and Associates, Inc.**  
ATTN: Molly Schwarzhoff  
4403 1<sup>st</sup> Ave SE Suite 407  
Cedar Rapids, IA 52402

Good luck to you in the interview process.

Sincerely,

Molly Schwarzhoff  
Ray and Associates, Inc.

9/13/2016

Google Apps Vault - Meeting Information

---

## Meeting Information

---

email: "[REDACTED] Ray and Associates" Tuesday, April 7, 2015 at 4:23:27 PM Central Daylight Time  
To: email: "thomas.wallis@bryanisd.org thomas.wallis@bryanisd.org"

Please see attached.

Thank you and best of luck!

Molly

**Molly L. Schwarzhoff**

**Administrative Assistant**

Ray and Associates, Inc.

Ph: 319-393-3115 Fax: 319-393-4931

E-mail: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

Follow us on [Twitter](#) and [Facebook](#)

---

### Attachments:

**Hotel Suggestions Provided by Lewisville Independent School District.docx 59k**

**E-mail Attachment Ltr to Wallis.doc 156k**

---

email: "thomas.wallis@bryanisd.org Thomas Wallis" Saturday, April 11, 2015 at 12:18:47 PM Central Daylight Time  
To: email: [REDACTED] Ray and Associates"

Molly,

Tommy Wallis here from Bryan ISD. I am interviewing in Lewisville ISD Wed. I had a question. If you could call me on my cell at [REDACTED] I would appreciate it. Thank you in advance.

TW

On Tue, Apr 7, 2015 at 4:23 PM, Ray and Associates <[REDACTED]> wrote:

Please see attached.

Thank you and best of luck!

Molly

9/13/2016

Google Apps Vault - Meeting Information

**Molly L. Schwarzhoff**

**Administrative Assistant**

Ray and Associates, Inc.

Ph: 319-393-3115 Fax: 319-393-4931

E-mail: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

Follow us on [Twitter](#) and [Facebook](#)

--  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
[@Wallis\\_BeTheOne](#) (Twitter)

*Children First, Always... The Bryan Way*

---

email: "thomas.wallis@bryanisd.org Thomas Wallis"  
To: email: "tiffany.lee@bryanisd.org Tiffany Lee"

Tuesday, April 14, 2015 at 2:13:57 PM Central Daylight Time

----- Forwarded message -----

From: Ray and Associates <[REDACTED]>  
Date: Tue, Apr 7, 2015 at 4:23 PM  
Subject: Meeting Information  
To: "thomas.wallis@bryanisd.org" <thomas.wallis@bryanisd.org>

Please see attached.

Thank you and best of luck!

Molly

**Molly L. Schwarzhoff**

9/13/2016

Google Apps Vault - Meeting Information

**Administrative Assistant**

Ray and Associates, Inc.

Ph: 319-393-3115 Fax: 319-393-4931

E-mail: [REDACTED]

[www.rayassoc.com](http://www.rayassoc.com)

Follow us on [Twitter](#) and [Facebook](#)

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
[@Wallis\\_BeTheOne](#) (Twitter)

*Children First, Always... The Bryan Way*

---

**Attachments:**

**Hotel Suggestions Provided by Lewisville Independent School District.docx 59k**

**E-mail Attachment Ltr to Wallis.doc 156k**

---



9/12/2016

Google Apps Vault - Credentials

## Credentials

email: "thomas.wallis@bryanisd.org Thomas Wallis" Thursday, October 23, 2014 at 1:25:25 PM Central Daylight Time  
To: email: [REDACTED] Mike Moses"

Dr. Moses,

As I text the the 21st, I mailed my credentials for the superintendent of McKinney ISD position. You should have already received it, but to ensure all information for McKinney is in your position by today, I also wanted to send it electronically. I have attached all credentials. If there is any additional information you may require, please do not hesitate to contact me. Thank you for any opportunity and consideration on behalf of McKinney ISD.

Regards,

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

### Attachments:

Professional Resume .pages 147k  
entry Plan .pages 4.8M  
Letter of Interest .ver 2.docx 128k  
Trans 2.pdf 1.7M  
Bennett Ref 1.docx 20k  
Lovett Ref letter .docx 27k  
Certificate copy.pdf 58k  
Marshall Ref Letter.doc 72k  
Ref - Jenny Preston.docx 12k  
Masters: Dr Transcript .pdf 579k

email: [REDACTED] Mike Moses" Thursday, October 23, 2014 at 2:04:29 PM Central Daylight Time  
To: email: "thomas.wallis@bryanisd.org \Thomas Wallis\"

9/12/2016

Google Apps Vault - Credentials

Got it. We have everything. Appreciate your interest. We meet next week.

Sent with Good ([www.good.com](http://www.good.com))

—Original Message—

**From:** Thomas Wallis [[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)]

**Sent:** Thursday, October 23, 2014 01:26 PM Central Standard Time

**To:** Mike Moses

**Subject:** Credentials

Dr. Moses,  
As I text the the 21st, I mailed my credentials for the superintendent of McKinney ISD position. You should have already received it, but to ensure all information for McKinney is in your position by today, I also wanted to send it electronically. I have attached all credentials. If there is any additional information you may require, please do not hesitate to contact me. Thank you for any opportunity and consideration on behalf of McKinney ISD.

Regards,

—

Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD

979-209-1002 (office)

979-209-1004 (fax)

101 N. Texas Ave, Bryan, Tx 77803

@Wallis\_BeTheOne (Twitter)

9/12/2016

Google Apps Vault - Credentials

**Children First, Always... The Bryan Way**

---

**Confidentiality Notice: This electronic mail message contains information that is intended only for use by the above named recipient. If you are not the above named recipient and you have received this e-mail in error, you should not review the t e x t of this message or otherwise disseminate, distribute or copy this e-mail. Please immediately notify us of the error via a reply to this e-mail and then permanently delete this message from your system.**

**E-mail cannot be g u a r a n t e e d to be secure or without error. SWS Group, Inc. and its affiliates employ e-mail monitoring software for the review of incoming and outgoing messages. The sender of this e-mail does not accept or assume any liability for any error or omissions arising as a result of transmission. Nothing in the content of this e-mail should be considered a specific investment r e c o m m e n d a t i o n or tax or legal advice. All prices and yields are subject to change and availability.**

---

9/13/2016

Google Apps Vault - MISD

**MISD**

email: "thomas.wallis@bryanisd.org Thomas Wallis" Monday, March 23, 2015 at 10:33:49 PM Central Daylight Time  
 To: email: [REDACTED] Jenny Preston [REDACTED]  
 Cc: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Dr. Preston,

I hope this email finds you well. I have attached documents for your review in hopes to become the next superintendent of Mesquite ISD. After your review, if you need additional information please feel free to call. I will see you Friday at our Strategic Planning meeting.

Regards,

—  
 Thomas Wallis, Ed.D.  
 Superintendent, Bryan ISD  
 979-209-1002 (office)  
 979-209-1004 (fax)  
 101 N. Texas Ave, Bryan, Tx 77803  
 @Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

**Attachments:**

Mesquite ISD Resume .pdf 230k  
 Mesquite ISD entry plan .pdf 2.0M  
 Mesquite ISD app.doc 38k  
 Bennett Ref 1.docx 20k  
 Marshall Ref Letter.doc 74k  
 Lovett Ref letter .docx 27k  
 Letter of Interest .ver 2.docx 131k

email: [REDACTED] John Horn" Friday, March 27, 2015 at 10:38:12 AM Central Daylight Time  
 To: email: "thomas.wallis@bryanisd.org Thomas Wallis"  
 Cc: email: [REDACTED] Jenny Preston"

Tommy—wanted to acknowledge receipt of our materials—glad to have you as a candidate! jh  
 On Mar 24, 2015, at 12:56 PM, Jenny Preston [REDACTED] wrote:

Tommy Wallis

Sent from my iPhone

Begin forwarded message:

9/13/2016

Google Apps Vault - MISD

**From:** Thomas Wallis <[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)>  
**Date:** March 23, 2015 at 10:33:49 PM CDT  
**To:** "Jenny Preston" [REDACTED]  
**Cc:** Thomas Wallis <[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)>  
**Subject:** MISD

Dr. Preston,  
I hope this email finds you well. I have attached documents for your review in hopes to become the next superintendent of Mesquite ISD. After your review, if you need additional information please feel free to call. I will see you Friday at our Strategic Planning meeting.

Regards,

--  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

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<Mesquite ISD Resume .pdf>  
<Mesquite ISD entry plan .pdf>  
<Mesquite ISD app.doc>  
<Bennett Ref 1.docx>  
<Marshall Ref Letter.doc>  
<Lovett Ref letter .docx>  
<Letter of Interest .ver 2.docx>

John Horn  
[REDACTED]

972.965.7501

9/13/2016

Google Apps Vault - MISD



# PALESTINE INDEPENDENT SCHOOL DISTRICT

---

*"Home of the Dogwood Trails"*

1007 East Park Avenue

Palestine, Texas 75801

(903) 731-8000 FAX (903) 729-5588

1/7/15

To: Ryan and Associates,

It is my pleasure to recommend Dr. Tommy Wallis for superintendent of Plano ISD. Dr. Wallis is a truly committed educator known for his love of students and his passion for education. I have had the honor of working with other superintendents as a board member of PISD for the past eleven years and I believe that Dr. Wallis is the best superintendent I know. I met Dr. Wallis seven years ago when he was recommended as a superintendent candidate for PISD and there was no doubt he was the man to lead Palestine.

Dr. Wallis worked countless hours implementing systems and reforming PISD after years of neglect. I can say, as board president, when Dr. Wallis was in Palestine he built healthy relationships with students, staff and community. This was evident by the passage of a \$64 million bond for new facilities after him only being in PISD one year. This would not have happened without Dr. Wallis' leadership. He is also a superintendent that is visible in schools, classes and in the community. Students and parents know him and he is accessible and listens to those he serves.

When he served Palestine, Dr. Wallis demonstrated success in raising the bar instructionally. Palestine high school was "unacceptable" upon his arrival and, Palestine High reached "Recognized" status because of Dr. Wallis' instructional focus. Furthermore, because of the instructional systems implemented under Dr. Wallis, PISD, to date is still doing well as little has changed since his departure. Dr. Wallis' instructional knowledge is one of the many characteristics that set him apart from other superintendents I have known.

Not only is Dr. Wallis a qualified educator, he is a quality [REDACTED] man. His [REDACTED] epitomizes professionalism and is great superintendent's [REDACTED] and he has [REDACTED]. When Dr. Wallis left PISD to lead Bryan ISD, many, including the board of trustees, were disappointed. We knew we would not keep Dr. Wallis long, but we were happy to have him the three years he was in Palestine. I would have no reservations recommending Dr. Wallis to you as the next superintendent of Plano ISD.

Respectfully,

*Michael Bennett*

Michael Bennett

PISD Board Member

*"Educating the most important resource, your child!"*

**PALESTINE INDEPENDENT SCHOOL DISTRICT**



9/13/2016

Google Apps Vault - Plano ISD

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## Plano ISD

---

email: "thomas.wallis@bryanisd.org Thomas Wallis"  
To: email: [REDACTED] Ray and Associates"

Monday, June 22, 2015 at 5:33:34 PM Central Daylight Time

Mr. Ray,

Thank you for the opportunity to interview for Lewisville ISD. The experience was rewarding and I learned a great deal. There are a couple of questions I wanted to pose regarding the search process. First, was there any feedback from the LISD search that would be beneficial for me to know moving forward in my career. I was a bit taken back not being called back for a second round after my submitting my video and visiting with your associates. Second, can you please tell me the status on Plano? That is a job I am still interested in and would like to know where the search process is at this time. Lastly, I have not heard or received my reimbursements from the LISD interview and wanted to inquire about this process as well. If time permits, this week, I would like to visit with someone in your firm about these questions. Thank you again for the opportunity with Ray and Associates.

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

---

9/13/2016

Google Apps Vault -

## No subject

email: "thomas.wallis@bryanisd.org Thomas Wallis"  
To: email: "brandon.webb@bryanisd.org Brandon Webb"

Friday, February 6, 2015 at 8:53:38 AM Central Standard Time

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

### Attachments:

Ref - Jenny Preston.docx 12k

Bennett Ref 1.docx 20k

1/13/1

To: Ray and Associates,

It is my pleasure to recommend Dr. Tommy Wallis as superintendent of Plano ISD. Dr. Wallis is a truly committed educator known for his love of students and his passion for education. I have had the honor of working with many superintendents and boards across the state as an educational consultant and I believe that Dr. Wallis is one of the finest superintendents I know. I met Dr. Wallis nine years ago when he key noted the Region X teacher of the year luncheon after being named Texas high school principal of the year. Dr. Wallis is a wonderful public speaker, recognized as one who motivates his audiences and inspires those he leads.

As my firm worked on creating a strategic plan for both Bryan and Palestine, I had the opportunity to spend time with community members, faculty members, board members and district administrators in both districts Dr. Wallis led. I discovered Dr. Wallis is highly regarded and respected in both communities as a man of integrity and an educator who puts the needs of children first. He is respected throughout the community, and the Bryan and Palestine board members have high regard for him. This year the Bryan board nominated Dr. Wallis to Region VI as a superintendent of the year candidate; he won.

As superintendent in Dr. Wallis has demonstrated success in raising the bar instructionally. Both Palestine and Bryan made great gains instructionally under his leadership. Dr. Wallis' instructional knowledge is one of the many characteristics that set him apart from other superintendents.

Not only is Dr. Wallis a qualified educator, he is a quality [REDACTED] man. It has been a pleasure meeting his [REDACTED] and listening to stories he shares of his [REDACTED]. Dr. Wallis is involved in his church and community, which is another reason he is a successful superintendent; he is [REDACTED] and community oriented.

As a retired superintendent and educational consultant, I believe Dr. Wallis is one of the best superintendents I know. I would have no reservations recommending Dr. Wallis to any board with whom I have worked with in the past or will in the future. If you deem him an acceptable fit for Plano ISD, you will not regret your decision.

It is with great pleasure that I submit this recommendation for Dr. Tommy Wallis as superintendent of schools for Plano ISD.

Jenny Preston, Ed. D.  
Educational Consultant  
(214) 563-7016  
Horn, Smith, Wood & Preston

**HORN, SMITH, WOOD & Preston**  
 Educational Consultants, LLC  
 507 Longfellow Ln.  
 Fairview, Texas 75069  
 Phone: 214-563-7016  
 Fax: 972-563-1466

~~Senior Partners/Owners~~  
 John Horn 972-965-7501  
 James Smith  
 Bruce Wood 972-978-8661  
 Jenny Preston 214-563-7016

**SUPERINTENDENT EMPLOYMENT APPLICATION**

Date:

Name: Last: Wallis First: Thomas Middle: Autry

Address: [REDACTED]

Phone: Cell: [REDACTED] Business: 979-209-1002 Home: [REDACTED]

Email: Business: thomas.wallis@bryanisd.org Home [REDACTED]

Are you presently under contract? Yes  No

If yes: Bryan ISD Superintendent  
 Name of school district Current position held

If no:  
 \_\_\_\_\_  
 Current employment

**Professional Administrative Experience**

Dates From - To	School District/State	Position	Supervisor/Phone #
7/2011 - Present	Bryan ISD/ Texas	Superintendent	Dr. Doug Wunnebruger (979)777-0361
7/2008-6/2011	Palestine ISD/ Texas	Superintendent	Michael Bennett (903) 724-9143
7/2003-6/2008	Mabank ISD/Texas	HS Principal	Dr. Russell Marshall (903) 237-8154

Certificate and License Information

<i>Type of Certificate</i>	<i>Teaching Field</i>	<i>Date Issued</i>	<i>Expiration Date</i>	<i>State</i>
Standard	Superintendent	12/1/2013-11/30/2019		Texas
Professional	Mid-Management	10/30/1997	Life	Texas
Professional	Physical Education	3/19/1992	Life	Texas
Professional	History	3/04/1993	Life	Texas

Educational Background

<i>Dates From - To</i>	<i>College/University</i>	<i>Major/Minor</i>	<i>Degree</i>	<i>Year Earned</i>	<i>Name Used</i>
2004-2007	Stephen F. Austin State University	Ed. Administration	Doctorial	2007	
1995-1997	Texas A&M -Commerce	Ed. Administration	Masters	1997	
1987-1991	Angelo State University	Physical Ed/History	BS	1991	
1986-1987	Texas Tech University	Basics	N/A	N/A	

References

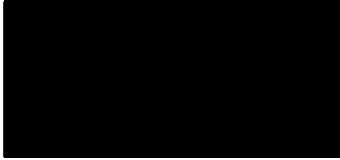
List four references and contact information.

<i>Name</i>	<i>Official Position</i>	<i>Institution/School District</i>	<i>Current Phone #</i>
Michael Bennett	Board President	Palestine ISD	(903)724-9143
Ricky Ferguson	Board Vice President	Palestine ISD	(903)724-4600
Dr. Russell Marshall	Superintendent	Mabank ISD	(903)237-8154
Dr. Danny Lovett	Executive Director	ESC 4	(409)781-4722

Send application form, letter of interest, resume, two letters of reference, and copies of transcripts and certifications to *Horn, Smith, Wood, & Preston*, 507 Longfellow Ln. Fairview, Texas 75069

*Application and resume information are the property of the consultants and will not be returned to the applicant.*

Thomas A. Wallis, Ed. D.



[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)

March 1, 2016

Horn, Smith, Wood & Preston  
6459 FM 1563  
Commerce, Texas 75428

RE: Rockwall Independent School District

Dear Dr. Preston,

I am pleased to present this letter expressing my formal interest in becoming the next Superintendent of Rockwall Independent School District. I know the successes and rich traditions of Rockwall ISD first-hand and would be honored to be the district's next leader.

I am eager to convey a record of academic gains, new initiatives and broad partnerships to the position with the board of Rockwall ISD. I am proud to highlight some examples from my career, including:

- Being named TCEA Superintendent of the Year in 2016
- Being named the John Hoyle Distinguished Educator of the year in 2015
- Being selected as the Region VI Superintendent of the year in 2014.
- Leading Bryan ISD from Improvement Required to Met Standard
- Increased academic gains every year in Bryan ISD, from 21 distinctions in 2012-2013 to 39 distinctions in 2013-2014.
- Almost doubling the number of academic distinctions from twenty one in 2013 to thirty nine in 2014
- Passing School Referendums in Bryan ISD (2014) for \$132 Million (largest in Bryan ISD and Brazos Valley History) and in Palestine ISD (2008) for \$64 Million (largest in Palestine and Anderson County History).
- Creating a supplemental pay schedule in BISD.
- Being named Texas High School Principal of the year in 2007.
- Leading both a high school and a district to the U.S. News and World Report's "Top 1,000 High Schools in America" list, twice as a principal and twice as superintendent.

***Creating an entry plan based on experience***

Having served the students in Region X for many years, I know Rockwall ISD's reputation for excellence and its reputation for student success and believe the district does not need a new superintendent to change systems for change's sake. Therefore, I would begin my appointment with a detailed entry plan that allows stakeholders a voice in what is working well and what challenges are forthcoming. After the first 90 days, I would present a detailed report to the board of trustees, outlining the findings and a formulated plan of action.

***Leadership that focuses on the fundamentals***

As an educator of 24 years, I believe the formula for successful leadership includes:

- A relentless focus on student success.
- The ability to broadly cultivate collaboration.
- Constant visibility in schools, the community, region and state.
- Frequent, high-quality communication with board, district and community.
- Integrity and well-defined values.
- A strong focus on family.

I'm eager for the opportunity to bring these key tenets of successful leadership to Rockwall ISD. Here are some examples of my work in these areas:

***Student Success***

Post-secondary and career readiness for all students, PK-12, should be the engine that drives every educator. Those successes come in many forms. As a teacher/coach in Lamesa and Mesquite ISD's and an administrator in Mesquite, Rockwall, Mabank, Palestine and Bryan ISD's, I have witnessed first hand successes that take place each day from career-ready CTE classes to college-ready classes in International Baccalaureate programs. *Post-secondary success* and *Future Ready* means different things to different students—but what shouldn't change is the will of educators to help students achieve their dreams.

With that in mind, Bryan ISD increased academic distinctions from 21 to 39 in a single year, won another state championship, made a first ever appearance to the state basketball tournament, created partnerships with industry leaders and the area Universities, and redoubled efforts in CTE, Fine Arts, Special Education, and Curriculum and Instruction to flexibly serve the needs of *all* children. In five years, Bryan ISD has completely reoriented itself toward positive educational experiences that prepare students for success after graduation.

***Collaboration***

Successes come when leaders cultivate relationships and actively crave and solicit buy-in from others. The districts I have lead evolved to embrace a culture of collaboration and collegiality. For example, I created four different advisory councils

(Student, Parent, Teacher and Business) that meet independently to discuss items of interest and problem solve. The focus and top priority of these advisory committees is how to improve student achievement and problem solving. These advisory committees have paid great dividends and lent support to initiatives such as rezoning, strategic planning, and the passage of a school bond referendums.

Strategic planning isn't possible without input and insight from the community. As superintendent, I brought the community together to craft strategic plans for both Bryan and Palestine ISD's—each plan involving extensive partnerships with the community and district personnel. In Palestine ISD, such planning resulted in a high school that improved their academic rating from "Unacceptable" to "Recognized" and a \$64 million dollar bond being passed. In Bryan ISD, the process led to another bond referendum passing for \$132 million, largest in the county's history and BISD has increased partnerships and tutors from community leaders, Texas A&M University and Blinn College.

In terms of board relations, I believe successful school districts have sound trustees who work well together and with their superintendent. I have always communicated openly—both good news and bad—to the boards I have served, believing that an informed board and frequent communication builds trust and cohesion among our team of eight.

#### ***Visibility***

A superintendent must be visible at every level: in classes, schools, community meetings, legislative meetings, regional partnerships, and at every opportunity to advocate for public education. I will be your greatest ambassador.

I visited all 1,587 classrooms by midterm of my first year in Bryan ISD, and continue to visit classes every week to observe firsthand how teachers and staff build relationships with students and design engaging lessons preparing our students to become future ready. These visits also allow me to support our classroom teachers, staff and students by building trust. Without visibility in the schools, the district's instructional leader is removed from the day-to-day operations.

At the state level, I am actively involved with elected officials and was honored to defend public education during legislative testimony related to House Bill 5 and the state's school finance lawsuit. Looking toward the future and areas of intense need in public education, I work closely with law makers and invite them to our district's events to showcase what wonderful programs we offer in our schools.

#### ***Communication***

Leaders must be visible, but they must also be able to communicate the district's vision, mission and core beliefs in a way that the district is seen as open and putting the needs of children first. The superintendent must be the district's foremost communicator and spokesperson—both internally and externally. Clear communication is essential for building relational capacity with our students, staff and community. Social media is one way our society has changed the way they communicate. I have the most active Twitter account in the district, and I enjoy the



competition students and staffs engage in to be "retweeted" by me. I also do frequent media interviews, maintain an active video blog and write a weekly "Fantastic Fridays" newsletter that celebrates what's right in our district. To review firsthand, follow me or search @Wallis\_BetheOne on Twitter as well as search Bryan ISD Ambassadors on Facebook. To read my Fantastic Fridays or watch my video blogs, please go to [www.BryanISD.org](http://www.BryanISD.org) and click on the superintendent page. After viewing and reading the columns and watching my videos, you will see first hand my passion for students and my love for the district I serve.

Externally, we continue to seek out new ways to utilize the value and powerful impact of technology as a connective bridge between our district and our citizens. We provide most of the high-definition video content for the City of Bryan's Channel 16 municipal television channel, utilizing a studio I authorized to build and outfit with the latest technology. We film my video blog, principal welcome videos, promotional and public service announcements, an "Inside Bryan ISD" bi-weekly video show, and more, which we share freely with the citizens of Bryan by television that can also be viewed on the district web page. In addition, we've expanded our new mobile app with tip lines that ask citizens to report ways we can improve, tips about bullying, and a new feature we call "Share Something Great."

Technology is not just a tool our staff utilizes, but it is an avenue that our students use daily in classrooms in order to research and engage in more meaningful lessons. Students learn today in a much more sophisticated manner and technology is the way in which they learn. As a result, teachers need support and continual professional development in the area of technology in order to plan for successful teaching and learning in the classroom.

### ***Integrity***

Integrity has been key to my success as a leader. Transparency plays an important role in operating with integrity. The superintendent must make sound decisions and be open and honest. Financial integrity is one way to gain trust and illustrate transparency. Bryan ISD has a total budget of \$150 million dollars, and I have received a superior FIRST rating all eight years I have been a superintendent. The last two years receiving a perfect score. All monies are accounted for and personnel are held accountable for their budgeting. I meet weekly with the assistant superintendent of business services, which ensures that I have a financial understanding of the district at all times.

In addition, leaders must strive to honor their word and their actions must exemplify service above self. A superintendent should strive to be a leader others choose to follow, not because they must, but because they want to. This cannot be accomplished if trust and relationships are not cultivated. In order for a district to reach maximum potential, stakeholders from the trustees, to the parents and community must work collaboratively.

### ***Focusing on Family***

As all encompassing as the job of a superintendent is, I am first and foremost a [REDACTED] attend Bryan schools,

and that adds to my deep sense of responsibility to do great work for children. Being both a [REDACTED] and a superintendent gives me a unique window into the learning environment, and I use the knowledge I gain from being a [REDACTED] to benefit my role as superintendent. My love for children starts at home with [REDACTED] and I'm honored to play a role in the high quality education of the over 16,000 children I adopted in Bryan ISD.

The Bryan ISD vision statement is, "Children First Always...The Bryan Way!" Not only is this the district vision statement, it is my core belief. Decisions should be made based upon best practices, data, council and what is right for children.

In closing, the reason for my application to Rockwall ISD is simple, RISD is a district that parents and community should be proud. What is offered to students enrolled in RISD will afford them opportunities to pursue their dreams. Your vision and mission statements are the same beliefs I have. To have a board and community that want students to thrive in learning and to own their own learning aligns with the work of the Consortium in which I am active. Each day teachers must plan lesson that inspire creativity and innovation. Rockwall ISD is a district with high expectations and that level of expectations is where I want [REDACTED] to attend and where I would like to work collaboratively with a high performing board and community.

I believe I possess the skills, knowledge and attitude to serve successfully as the superintendent of Rockwall Independent School District and to advance upon the excellence already in place. I am eager to bring my ideas, energy, and love for children to work in a part of the state I still consider to be "home." And, I'm excited about the chance to bring [REDACTED] to the Rockwall community.

If given the opportunity to meet and interview with the board, I believe you will discover first hand, there are few with my passion for children and what is best for them. I look forward to the opportunity for an interview and potential honor of serving as your next superintendent.

Respectfully,

Thomas A. Wallis, Ed. D.  
Superintendent of Schools  
Bryan ISD

9/13/2016

Google Apps Vault - FY1

**FYI**

email: "thomas.wallis@bryanisd.org Thomas Wallis" Thursday, February 25, 2016 at 5:08:50 PM Central Standard Time  
 To: email: "brandon.webb@bryanisd.org Brandon Webb"

—  
 Thomas Wallis, Ed.D.  
 Superintendent, Bryan ISD  
 979-209-1002 (office)  
 979-209-1004 (fax)  
 101 N. Texas Ave, Bryan, Tx 77803  
 @Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

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**Attachments:**

Dr. Wallis.pages 2.5M

Professional Resume copy 3.pages 929k

email: "brandon.webb@bryanisd.org Brandon Webb" Friday, February 26, 2016 at 5:00:27 PM Central Standard Time  
 To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

On Thu, Feb 25, 2016 at 5:08 PM, Thomas Wallis <thomas.wallis@bryanisd.org> wrote:

—  
 Thomas Wallis, Ed.D.  
 Superintendent, Bryan ISD  
 979-209-1002 (office)  
 979-209-1004 (fax)  
 101 N. Texas Ave, Bryan, Tx 77803  
 @Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

—  
*Children First, Always... The Bryan Way*

9/13/2016

Google Apps Vault - FYI

Brandon V. Webb, M.S.  
Director of Communications  
Bryan ISD

[brandon.webb@bryanisd.org](mailto:brandon.webb@bryanisd.org)  
(o) 979-209-1022

[facebook.com/BryanISD](https://www.facebook.com/BryanISD)  
[twitter.com/BryanISD](https://www.twitter.com/BryanISD)

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**Attachments:**

**Thomas A. Wallis Entry Plan.pdf 2.2M**

**Thomas A. Wallis Entry Plan.pages 2.6M**

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**email: "thomas.wallis@bryanisd.org Thomas Wallis" Monday, February 29, 2016 at 2:43:47 PM Central Standard Time**  
**To: email: "brandon.webb@bryanisd.org Brandon Webb"**

Can you save this in older version of pages? Mine is old.

On Fri, Feb 26, 2016 at 5:00 PM, Brandon Webb <[brandon.webb@bryanisd.org](mailto:brandon.webb@bryanisd.org)> wrote:

On Thu, Feb 25, 2016 at 5:08 PM, Thomas Wallis <[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)> wrote:

—  
Thomas Wallis, Ed.D.  
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9/13/2016

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—  
*Children First, Always... The Bryan Way*

Brandon V. Webb, M.S.  
Director of Communications  
Bryan ISD

[brandon.webb@bryanisd.org](mailto:brandon.webb@bryanisd.org)  
(o) 979-209-1022

[facebook.com/BryanISD](#)  
[twitter.com/BryanISD](#)

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

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email: "brandon.webb@bryanisd.org Brandon Webb" Monday, February 29, 2016 at 3:23:04 PM Central Standard Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

9/13/2016

Google Apps Vault - FYI

On Fri, Feb 26, 2016 at 5:00 PM, Brandon Webb <[brandon.webb@bryanisd.org](mailto:brandon.webb@bryanisd.org)> wrote:

On Thu, Feb 25, 2016 at 5:08 PM, Thomas Wallis <[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)> wrote:

-

Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

-

*Children First, Always... The Bryan Way*

Brandon V. Webb, M.S.  
Director of Communications  
Bryan ISD

[brandon.webb@bryanisd.org](mailto:brandon.webb@bryanisd.org)  
(o) 979-209-1022  
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[facebook.com/BryanISD](https://www.facebook.com/BryanISD)  
[twitter.com/BryanISD](https://twitter.com/BryanISD)

9/13/2016

Google Apps Vault - FYI

—  
*Children First, Always...The Bryan Way*

Brandon V. Webb, M.S.  
Director of Communications  
Bryan ISD

[brandon.webb@bryanisd.org](mailto:brandon.webb@bryanisd.org)  
(o) 979-209-1022

[facebook.com/BryanISD](#)  
[twitter.com/BryanISD](#)

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**Attachments:**

**Thomas A. Wallis Resume.March 2016.pdf 218k**

**Thomas A. Wallis Resume.March 2016.pages 12M**

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9/13/2016

Google Apps Vault - Take a look

## Take a look

email: "thomas.wallis@bryanisd.org Thomas Wallis" Wednesday, March 2, 2016 at 9:06:51 AM Central Standard Time  
To: email: "marshall@mabankisd.net Russell Marshall - Mabank ISD"  
Cc: email: "thomas.wallis@bryanisd.org Thomas Wallis"

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

### Attachments:
















Application Form.docx 25k

Thomas A. Wallis Resume.March 2016.pages 12M

Rockwall Letter of Interest .docx 125k

Thomas A. Wallis Entry Plan.pages 2.6M



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	<b>Wallis.Educational Philosophy.docx</b>	Jun 24, 2014, 9:41 AM	18 KB	Word
	<b>Application Answers.Coppell.docx</b>	Jun 25, 2014, 6:17 PM	36 KB	Word
	<b>Bennett Ref 1.docx</b>	Feb 6, 2015, 3:15 PM	24 KB	Word
	<b>Ref - Jenny Preston.docx</b>	Feb 6, 2015, 3:15 PM	15 KB	Word
▼ 	<b>RESUME</b>	Oct 13, 2015, 3:42 PM	--	Folder
	<b>Thomas A. Wallis Resume.March 2016.pages</b>	Feb 26, 2016, 4:29 PM	12.7 MB	Pages
	<b>Thomas A. Wallis Resume.March 2016</b>	Feb 26, 2016, 4:31 PM	223 KB	PDF Docun
	<b>Thomas A. Wallis Entry Plan</b>	Feb 26, 2016, 4:57 PM	2.3 MB	PDF Docun
	<b>Thomas A. Wallis Entry Plan.pages</b>	Feb 29, 2016, 2:48 PM	2.7 MB	Pages
	<b>Rockwall Letter of Interest.ed</b>	Mar 2, 2016, 5:01 PM	139 KB	Word
	<b>Lovett Ref letter.March 2016</b>	Mar 7, 2016, 7:57 PM	61 KB	Word
	<b>Letter of Interest .pages</b>	Jun 20, 2016, 8:54 AM	225 KB	Pages
	<b>Leander.docx</b>	Jun 20, 2016, 9:24 AM	155 KB	Word
	<b>Leander Letter of Interest</b>	Jun 20, 2016, 10:19 AM	333 KB	PDF Docun

9/12/2016

Google Apps Vault - Contract info

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## Contract info

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email: "rmarshall@mabankisd.net Russell Marshall" Tuesday, March 24, 2015 at 4:51:48 PM Central Daylight Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis (thomas.wallis@bryanisd.org)"

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### Attachments:

Request for 20 days pay.doc 22k

Salary 20 days.docx 14k

---

9/13/2016

Google Apps Vault - Documents

## Documents

email: [REDACTED] James Smith" **Wednesday, February 17, 2016 at 5:27:42 PM Central Standard Time**  
To: email: "thomas.wallis@bryanisd.org thomas.wallis@bryanisd.org"  
Cc: email: [REDACTED] John Horn", email: [REDACTED] Bruce Wood", email: [REDACTED] Jenny Preston"

Tommy,

It was great visiting with you. Attached are the necessary documents for applying. Feel free to contact me, if you have questions. Talk again soon.

Respectfully,  
Jenny

Sent from Windows Mail

**Attachments:**

**Application Form.docx 21k**

**Application Instructions 2016.docx 16k**

9/13/2016

Google Apps Vault - Info Requested

## Info Requested

email: "thomas.wallis@bryanisd.org Thomas Wallis"  
To: email: [REDACTED]

Tuesday, March 29, 2016 at 2:57:03 PM Central Daylight Time

Information requested.

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

*Children First, Always... The Bryan Way*

**Attachments:**

**Thomas A. Wallis Resume.March 2016.pdf 1.8M**

9/13/2016

Google Apps Vault - Info requested

## Info requested

email: "thomas.wallis@bryanisd.org Thomas Wallis" Friday, October 9, 2015 at 3:33:52 PM Central Daylight Time  
To: email: [REDACTED], email: [REDACTED] Dr. Mike Moses"

Mr. Thompson and Dr. Moses,  
Here is the information you requested. I hope you both have a wonderful weekend.

--  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

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### Attachments:

Professional Resume copy 3.pdf 231k

email: "[REDACTED] David Thompson" Friday, October 9, 2015 at 3:38:15 PM Central Daylight Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis", email: [REDACTED] Dr. Mike Moses"

Tommy, thanks very much for taking a look at this opportunity! Mike and I appreciate you.

**From:** Thomas Wallis [mailto:thomas.wallis@bryanisd.org]

**Sent:** Friday, October 09, 2015 3:34 PM

**To:** David Thompson; Dr. Mike Moses

9/13/2016

Google Apps Vault - Info requested

**Subject:** Info requested



Mr. Thompson and Dr. Moses,

Here is the information you requested. I hope you both have a wonderful weekend.

--



Thomas Wallis, Ed.D.

Superintendent, Bryan ISD

979-209-1002 (office)

979-209-1004 (fax)



101 N. Texas Ave, Bryan, Tx 77803

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○

○

9/12/2016

Google Apps Vault - Personal

## Personal

email: "thomas.wallis@bryanisd.org Thomas Wallis" Friday, September 19, 2014 at 11:19:48 AM Central Daylight Time  
To: email: "dlovett@esc5.net Danny Lovett"

Your opinion

—

Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

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---

### Attachments:

Professional Resume .pages 365k

Latest Resume.docx 83k

---

email: "dlovett@esc5.net Lovett, Danny" Tuesday, September 23, 2014 at 2:24:12 PM Central Daylight Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Okay, I've looked at both and I think I like the "Latest" Resume', if you can put it on the same paper or template that the first was on. Both are very professional. On the first one when I pulled it up on my iPad, (couldn't get my PC to open it...) some of the page breaks were off, but that may have just been because I was looking at it on an iPad.

Let me know what you think!

Danny Lovett, Ed.D.  
Executive Director  
Region 5 ESC  
350 Pine Street, Suite 500  
Beaumont, TX 77701  
Phone: 409.951.1855  
Email: [dlovett@esc5.net](mailto:dlovett@esc5.net)  
Fax: 409.951.1805

—Original Message—

From: Thomas Wallis  
Sent: Friday, September 19, 2014 11:20 AM  
To: Lovett, Danny  
Subject: Personal

Your opinion



9/12/2016

Google Apps Vault - Personal

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
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**No subject**

email: "thomas.wallis@bryanisd.org Thomas Wallis"  
To: email: "brandon.webb@bryanisd.org Brandon Webb"

Tuesday, May 6, 2014 at 2:06:24 PM Central Dayllight Time

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803

@Wallis\_BISD (Twitter)

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**Attachments:**

moses resume.docx 82k

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**No subject**

email: "thomas.wallis@bryanisd.org Thomas Wallis" Tuesday, October 13, 2015 at 3:39:23 PM Central Daylight Time  
To: email: "brandon.webb@bryanisd.org Brandon Webb"

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
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979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
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**Attachments:**

**Professional Resume copy 3.pdf 231k**

9/13/2016

Google Apps Vault - One-Way Interview completed on Spark Hire

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## One-Way Interview completed on Spark Hire

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email: "Info@sparkhire.com Spark Hire"  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Monday, March 23, 2015 at 5:40:51 PM Central Daylight Time

POWERED BY  
spark Hire 

**Hello Thomas Wallis,**

Success! Your One-Way Interview with Ray and Associates, Inc. has been completed and submitted.

We wish you the best of luck!

Thank you,

The Spark Hire Team  
sparkhire.com  
support@sparkhire.com  
800.219.0480

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Google Apps Vault - One-Way Interview completed on Spark Hire

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---

**How would you involve the community, students and staff in your vision and consensus building?**

I believe a leader of integrity builds consensus, fosters an atmosphere of trust and operates with transparency. The way I have accomplished this, is by personally partnering with various stakeholder groups in the school community.

Since we are about putting children first, one of the first groups I meet with is the student advisory council. This venue allows students a face-to-face forum to visit with me about their experiences, thoughts, and suggestions to make their learning environment more effective.

Parents place a tremendous amount of trust in schools with their most prized possession – their children. Therefore, they need to be seen as partners in their child's learning. They need to feel that they have a voice and their input is valued. My executive team and I meet with the parent advisory council regularly to hear celebrations, affirmations, and areas of improvement.

Along these same lines, I have implemented similar advisory councils for both teachers and business and community leaders.

One of the most important ways to build consensus is to be a superintendent that is active and visible in the classroom and community. A leader cannot lead from behind a desk, but instead must be out among the people.

Because of the size of my district, it's not possible for me to be present at all events. However I believe that communication channels such as social media, newsletters, video blogs, and more are force multipliers that allow a superintendent to be many places at once.

**What experience have you had with short and long term strategic planning?  
What successes have you realized due to this process?**

Without strategic planning a district or an organization would not move forward. Communities would not engage, parents would not trust, teachers would not buy in and ultimately our students would not succeed.

Success comes with detailed planning. The process of strategic planning should not be undertaken to write a plan that sits on a shelf. Instead, it must be collectively developed by the school community, actively monitored and evaluated by the administration, and results and progress presented to the board of trustees and strategic planning committee.

Under the leadership of my school boards, one of the first initiatives embarked upon was the development of comprehensive strategic plans. Through the planning process both teams of eight in Palestine and Bryan laid the foundation for the future of the district by developing the district's core beliefs, vision, and mission statements.

In my experience, strategic planning has resulted in the passage of two unprecedented bonds in two different communities. Although these are positive outcomes ... there are many other facets to the success of both of these plans. For example, Bryan's strategic plan has a clear focus on student academics, human resources, and communications. At the core of our plan is a focus on student academic success. Our first step taken was to produce a comprehensive, viable curriculum that met the needs of all students and allowed for teacher creativity.

**What are the specific steps you would take in formulating and implementing a vision for a school district?**

While the vision statement is ultimately created and adopted by the board of trustees, my job as superintendent is to make recommendations to the board assisting them in the formulation of a vision statement that reflects the needs of the district.

In order to make these recommendations, I would begin with the immediate implantation of my entry plan, which details the first 100 days in district. My entry plan is comprised of three phases: listening, planning, and leading.

This process will reveal if the district stakeholders have an understanding and acceptance of the current vision statement. At the conclusion of the first 100 days, I would inform the board of all findings.

The vision statement is the cornerstone of the organizations identity. Therefore communicating and branding of the vision statement is essential. It is also vital for the district to support and monitor the vision.

This can be accomplished by ensuring all letterhead, email signature lines, social media, school signage, district vehicles, and promotional items should bear the vision of the district.

Furthermore, the mission statement, the goals, and the core beliefs all need to align with the vision statement.



○ **First and foremost, I believe that we have an ethical obligation to meet the needs of all learners and close the achievement gap.**

**The greatest challenge we face in the accomplishment of this mission is investing in our instructional staff and equipping them to meet the needs of a diverse student population.**

**The first step we have taken in Bryan, was to invest in our instructional staff by redesigning our professional development system. This was done to meet the individual needs of the teachers, campus leaders, and support staff to ensure student success and close the achievement gap.**

**As you know, it's not enough to just have a system in place for professional development. Teachers need ongoing support and coaching to successfully implement new strategies to meet the needs of our diverse population.**

**We have done this through the implementation of the Bryan Instructional Coaching Model. This model allows teachers, with a continuous improvement focus, to work alongside instructional coaches and administrators to design engaging lessons that incorporate technology, small group and differentiated instruction to meet the needs of individual students.**

**The second step taken to close the achievement gap was the implementation Capturing Kids Hearts. CKH training emphasizes knowing the student first and then partnering with the child to help achieve their learning goals. This process encourages student ownership of their learning and lays the groundwork for post-secondary success.**

○ **As a result, Bryan ISD increased academic distinctions from 21 to 39 in a single year.**

○

9/13/2016

Google Apps Vault - Fwd: Ticketless Travel Passenger Itinerary

---

## Fwd: Ticketless Travel Passenger Itinerary

---

email: "lorrelle.gibson@bryanisd.org Lorrelle Gibson" Wednesday, June 29, 2016 at 1:51:23 PM Central Daylight Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"  
Cc: email: "tiffany.lee@bryanisd.org Tiffany Lee"

Dr. wallis,  
Attached is the updated flight information for your awesome [REDACTED]

BISD Summer Hours Schedule  
7:30 - 5:30 M-TH Closed Fridays

Lorrelle Gibson  
Finance Supervisor  
Bryan Independent School District  
(979)209-1040

*BISD Mission Statement: Bryan ISD will provide positive educational experiences that ensure high school graduation and post-secondary success*

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From: Southwest Airlines <[SouthwestAirlines@luv.southwest.com](mailto:SouthwestAirlines@luv.southwest.com)>  
Date: Wed, Jun 29, 2016 at 1:47 PM  
Subject: Ticketless Travel Passenger Itinerary  
To: [LORRELLE.GIBSON@bryanisd.org](mailto:LORRELLE.GIBSON@bryanisd.org)

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[REDACTED]

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	2271	Change planes to Southwest Airlines in CHICAGO (MIDWAY), IL (MDW) at 3:35 PM Arrive in BALTIMORE/WASHINGTON, MD (BWI) at 6:20 PM Travel Time 6 hrs 25 mins
Sun Jul 17	848	Depart BALTIMORE/WASHINGTON, MD (BWI) on Southwest Airlines at 10:50 AM Arrive in HOUSTON (HOBBY), TX (HOU) at 12:55 PM
	235	Change planes to Southwest Airlines in HOUSTON (HOBBY), TX (HOU) at 2:05 PM Arrive in AUSTIN, TX (AUS) at 2:50 PM Travel Time 5 hrs 0 mins

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email: "lorrelle.gibson@bryanisd.org Lorrelle Gibson" Wednesday, June 29, 2016 at 1:52:05 PM Central Daylight Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"  
Cc: email: "tiffany.lee@bryanisd.org Tiffany Lee"

Attached is the updated flight for you.

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7:30 - 5:30 M-TH Closed Fridays

Lorrelle Gibson  
Finance Supervisor  
Bryan Independent School District  
(979)209-1040

*BISD Mission Statement: Bryan ISD will provide positive educational experiences that ensure high school graduation and post-secondary success*

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Date: Wed, Jun 29, 2016 at 1:48 PM  
Subject: Ticketless Travel Passenger Itinerary  
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Dallas, TX 75235

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email: "thomas.wallis@bryanisd.org Thomas Wallis" Thursday, July 7, 2016 at 10:21:43 AM Central Daylight Time  
To: email: "tiffany.lee@bryanisd.org Tiffany Lee"

USAA

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Date: Wed, Jun 29, 2016 at 1:52 PM  
Subject: Fwd: Ticketless Travel Passenger Itinerary  
To: Thomas Wallis <thomas.wallis@bryanisd.org>  
Cc: Tiffany Lee <tiffany.lee@bryanisd.org>

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Date	Flight	Departure/Arrival
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—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, TX 77803  
@Wallis\_BeTheOne (Twitter)

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Google Apps Vault - Your trip is around the corner!

# Your trip is around the corner!

email: "SouthwestAirlines@luv.southwest.com Southwest Sunday, June 12, 2016 at 4:29:26 PM Central Daylight Time Airlines"  
To: email: "TIFFANY.LEE@bryanisd.org"

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Passenger(s)  
THOMAS A WALLIS



Date	Flight	Departure/Arrival
Tue Jul 12	580	Depart Austin (AUS) on Southwest Airlines at 09:30 AM Arrive in Tampa Bay (TPA) at 12:55 PM
	1694	Change planes to Southwest Airlines in Tampa Bay (TPA) at 02:00 PM Arrive in Baltimore (BWI) at 04:15 PM
Sun Jul 17	848	Depart Baltimore (BWI) on Southwest Airlines at 10:50 AM Arrive in Houston (Hobby) (HOU) at 12:55 PM
	235	Change planes to Southwest Airlines in Houston (Hobby) (HOU) at 02:05 PM

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9/13/2016

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9/14/2016

Google Apps Vault - Correspondence from Mike Moses

---

## Correspondence from Mike Moses

---

email: [redacted] Mike Moses"  
To: email: "thomas.wallis@bryanisd.org"

Friday, February 6, 2015 at 3:30:01 PM Central Standard Time

Tommy,

Thanks for the time yesterday. Scott really enjoyed the visit. Just a reminder to send Scott the information about the golf tournament. He was serious about getting in.

He comes from a great family, and I can assure you that the Underwood Law Firm is going to be prominent in Texas.

I am grateful for your time. If I may help you in any way, please let me know.

By the way, John Pesce will probably get in touch with you about their portfolio asset program. TexPool and Lone Star are paying about 5-10 basis points. John and TCG are getting 150 basis points, and the money is secure. It is a substantial difference.

Look forward to visiting again soon.

Thanks,

Mike

---

email: "thomas.wallis@bryanisd.org Thomas Wallis"  
To: email: [redacted] Mike Moses"

Friday, February 6, 2015 at 4:04:18 PM Central Standard Time

Enjoyed our time, thank you. I have already responded to Mr. Luna and look forward to hearing from Mr. Pesce. Have a nice weekend and hope to visit soon.

On Fri, Feb 6, 2015 at 3:30 PM, Mike Moses <[redacted]> wrote:

Tommy,

9/14/2016

Google Apps Vault - Correspondence from Mike Moses

Thanks for the time yesterday. Scott really enjoyed the visit. Just a reminder to send Scott the information about the golf tournament. He was serious about getting in.

He comes from a great family, and I can assure you that the Underwood Law Firm is going to be prominent in Texas.

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Look forward to visiting again soon.

Thanks,

Mike

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

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9/14/2016

Google App. Vault - Fwd:

**Fwd:**

email: [redacted]  
To: email: "thomas.wallis@bryanisd.org Dr. Tommy Wallis"

Saturday, August 13, 2016 at 9:09:31 PM Central Daylight Time

Sent from my iPhone

Begin forwarded message:

**From:** John Pesce <jpesce@tcgservices.com>  
**Date:** August 13, 2016 at 10:58:40 AM CDT  
**To:** [redacted]

Tommy

I want to clear up the fact that the local company that is bidding is doing it with First Financial. The group is the same company that does your health insurance and dental. They are also a P&C Agency, they work close with Ronnie. The following are the questions on the questionnaire are from a P&C agency:

Approximate Total Entity Premium Volume/ This is how P&C agencies determine how large the agency is. I have never seen this question in my 27 years doing this.

Approximate Total Premium (All Clients) / Same as above  
Years Commercial Underwriting / Commercial Underwriting is a P&C Term not used in the 125 Plan world  
Years Commercial Claims / Same as above  
Years Personal Lines Underwriting / Same as above

The following are the questions I would ask about data security:

1. All companies provide security for data on the server. Do you offer any solutions that protect user data from spyware on the user's computer?
  2. Can your solution prevent hackers or spyware from stealing usernames and passwords when the user enters them at their computer?
  3. Can your solution prevent hackers or spyware from viewing or capturing screenshots of a user's session?
  4. Can your solution ensure that any files downloaded during a user session remain encrypted after the session so they cannot be read by hackers or spyware?
  5. If the answer to all of the above is yes, can you provide proof that your solution has been tested by reputable hacking groups and that it has not been breached.
- We just want a fair process. Thanks for your help.

John Pesce  
CEO  
TCG Group Holdings LP  
900 S. Capital of Texas Highway, Suite 350

9/14/2016

Google Apps Vault - Pwd:

Austin, TX 78746  
Phone 512-600-5237; Fax 512-600-5337  
Cell 512-413-3826  
Email: [jpesce@tcgservices.com](mailto:jpesce@tcgservices.com)  
Website: [www.tcgservices.com](http://www.tcgservices.com)  
Skype john.j.pesce

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---

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Google Apps Vault - Questions

## Questions

email: "thomas.wallis@bryanisd.org Thomas Wallis" Wednesday, August 17, 2016 at 7:02:00 AM Central Daylight Time  
To: email: "timothy.rocka@bryanisd.org Timothy Rocka"

Approximate Total Entity Premium Volume/ This is how

The following are the questions I would ask about data security:

1. All companies provide security for data on the server. Do you offer any solutions that protect user data from spyware on the user's computer?
  2. Can your solution prevent hackers or spyware from stealing usernames and passwords when the user enters them at their computer?
  3. Can your solution prevent hackers or spyware from viewing or capturing screenshots of a user's session?
  4. Can your solution ensure that any files downloaded during a user session remain encrypted after the session so they cannot be read by hackers or spyware?
  5. If the answer to all of the above is yes, can you provide proof that your solution has been tested by reputable hacking groups and that it has not been breached.
- We just want a fair process. Thanks for your help.

John Pesce  
CEO  
TCG Group Holdings LP  
900 S. Capital of Texas Highway, Suite 350  
Austin, TX 78746  
Phone 512-600-5237; Fax 512-600-5337  
Cell 512-413-3826  
Email: [jpesce@tcgservices.com](mailto:jpesce@tcgservices.com)  
Website: [www.tcgservices.com](http://www.tcgservices.com)  
Skype john.j.pesce

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9/14/2016

Google Apps Vault - Re: Invitation on behalf of John Pesce/TCG

---

**Re: Invitation on behalf of John Pesce/TCG**

---

email: [REDACTED] Peggy Smith"  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Monday, March 28, 2016 at 9:17:10 AM Central Daylight Time

No problem. So pleased that you will be playing.

Have a great week.

Peggy

Sent from my iPhone

On Mar 28, 2016, at 8:06 AM, Thomas Wallis <[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)> wrote:

Peggy,  
Thank you so much for inviting me. I will be there. I am sorry for the delay, for some reason your email went into the Junk box. I have corrected and I believe Mrs. Lee has also already RSVP for me. Hope you had a great Easter.

On Tue, Mar 22, 2016 at 11:39 AM, Peggy Smith <[REDACTED]> wrote:  
Good morning Tommy,

Just wanted to follow-up to see if you are available to play golf on the 7th?

Hope all is well.

Thanks so much,

Peggy

----- Forwarded message -----

From: Mike Moses <[REDACTED]>  
Date: Fri, Mar 11, 2016 at 11:10 AM  
Subject: Invitation on behalf of John Pesce/TCG  
To: "Dr. Tommy Wallis" <[thomas.wallis@bryanisd.org](mailto:thomas.wallis@bryanisd.org)>

Tommy,

John Pesce and TCG is pleased to host a round of golf on April 7 at Whispering Pines Golf Club, the #1 rated golf course in Texas, located just outside of Trinity, Texas. We would like to invite you to participate.

9/14/2016

Google Apps Vault - Re: Invitation on behalf of John Pesce/TCG

Lunch will be served at 11 a.m., tee times will begin at 11:50 a.m. and a light dinner will be available at the completion of the round. It will be a fun, relaxing day at a great facility.

It is our hope that you can join us. Please RSVP to Peggy Smith at [REDACTED] regarding your availability.

All the best,

Mike

<http://www.whisperingpinesgolfclub.com/map-and-directions.html>

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
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Google Apps Vault - Re: Invitation on behalf of John Pesce/TCG



9/14/2016

Google Apps Vault - RE: TCG Golf Outing - Whispering Pines Golf Club

---

**RE: TCG Golf Outing - Whispering Pines Golf Club**

---

email: "██████████ Mike Moses"  
To: email: "thomas.wallis@bryanisd.org Dr. Tommy Wallis"  
Cc: email: "tiffany.lee@bryanisd.org"

Tuesday, May 3, 2016 at 2:18:29 PM Central Daylight Time

Tommy,

John

Pesce and TCG are hosting a round of golf at Whispering Pines Golf Club on June 15 and would like to invite you to participate. Whispering Pines is the #1 rated golf course in Texas, and is located just outside of Trinity, Texas.

Tee

times will begin on the 15<sup>th</sup> at 9:30 a.m. with hors d'oeuvres served at the completion of the round. It will be a fun, relaxing day at a great facility. In light of H.B. 23, a suggested contribution of \$100 is recommended.

It is

our hope that you can join us. Please RSVP to Peggy Smith at ██████████ regarding your availability.

All  
the best,

Mike

9/14/2016

Google Apps Vault - RE: TCG Golf Outing - Whispering Pines Golf Club

Whispering Pines Golf Club

1532 Whispering Pines Dr.

Trinity, TX

<http://www.whisperingpinesgolfclub.com/map-and-directions.html>

email: "tiffany.lee@bryanisd.org Tiffany Lee"  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Tuesday, May 3, 2016 at 3:57:51 PM Central Daylight Time

Please let me know if you wish to attend.

Thanks,  
Tiffany

----- Forwarded message -----

From: Mike Moses <[REDACTED]>  
Date: Tue, May 3, 2016 at 2:18 PM  
Subject: RE: TCG Golf Outing - Whispering Pines Golf Club  
To: "Dr. Tommy Wallis" <thomas.wallis@bryanisd.org>  
Cc: tiffany.lee@bryanisd.org

Tommy,

John  
Pesce and TCG are hosting a round of golf at Whispering Pines Golf Club on June 15 and would like to invite you to participate. Whispering Pines is the #1 rated golf course in Texas, and is located just outside of Trinity, Texas.

Tee  
times will begin on the 15<sup>th</sup> at 9:30 a.m. with hors d'oeuvres served at the completion of the round. It will be a fun, relaxing day at a great facility. In light of H.B. 23, a suggested contribution of \$100 is recommended.

It is our hope that you can join us. Please



9/14/2016

Google Apps Vault - RE: TCG Golf Outing - Whispering Pines Golf Club

RSVP to Peggy Smith at [REDACTED] regarding your availability.

All  
the best,

Mike

Whispering Pines Golf Club

1532 Whispering Pines Dr.

Trinity, TX

<http://www.whisperingpinesgolfclub.com/map-and-directions.html>

---

email: "thomas.wallis@bryanisd.org Thomas Wallis" Wednesday, May 11, 2016 at 10:10:51 AM Central Daylight Time  
To: email: [REDACTED] Mike Moses"  
Cc: email: "tiffany.lee@bryanisd.org Tiffany Lee"

Dr. Moses

Thank you for the invitation. I will not be available to play this time. Thank you again for thinking of me.

On Tue, May 3, 2016 at 2:18 PM, Mike Moses <[REDACTED]> wrote:

Tommy,

John

Pesce and TCG are hosting a round of golf at Whispering Pines Golf Club on June 15 and would like to invite you to participate. Whispering Pines is the #1 rated golf course in Texas, and is located just outside of Trinity, Texas.

9/14/2016

Google Apps Vault - RE: TCG Golf Outing - Whispering Pines Golf Club

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It is our hope that you can join us. Please RSVP to Peggy Smith at [REDACTED] regarding your availability.

All the best,

Mike

Whispering Pines Golf Club

1532 Whispering Pines Dr.

Trinity, TX

<http://www.whisperingpinesgolfclub.com/map-and-directions.html>

—  
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101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

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Google Apps Vault - RE: TCG Golf Outing - Whispering Pines Golf Club

email: "[REDACTED] Mike Moses" Wednesday, May 11, 2016 at 11:51:39 AM Central Daylight Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Understand. Get you next time. I talked to JP. She is going to talk to you.

Sent from my iPhone

On May 11, 2016, at 10:10 AM, Thomas Wallis <thomas.wallis@bryanisd.org> wrote:

Dr. Moses

Thank you for the invitation. I will not be available to play this time. Thank you again for thinking of me.

On Tue, May 3, 2016 at 2:18 PM, Mike Moses <[REDACTED]> wrote:

Tommy,

John

Pesce and TCG are hosting a round of golf at Whispering Pines Golf Club on June 15 and would like to invite you to participate. Whispering Pines is the #1 rated golf course in Texas, and is located just outside of Trinity, Texas.

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All  
the best,

9/14/2016

Google Apps Vault - RE: TCG Golf Outing - Whispering Pines Golf Club

Mike

Whispering Pines Golf Club

1532 Whispering Pines Dr.

Trinity, TX

<http://www.whisperingpinesgolfclub.com/map-and-directions.html>

--

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---

email: "thomas.wallis@bryanisd.org Thomas Wallis"    Wednesday, May 11, 2016 at 1:53:38 PM Central Daylight Time  
To: email: [REDACTED] Mike Moses"

Thank you. Was the JP thing the situation I thought last year?

On Wed, May 11, 2016 at 11:51 AM, Mike Moses <[REDACTED]> wrote:  
Understand. Get you next time. I talked to JP. She is going to talk to you.

Sent from my iPhone

On May 11, 2016, at 10:10 AM, Thomas Wallis <thomas.wallis@bryanisd.org> wrote:

Dr. Moses  
Thank you for the invitation. I will not be available to play this time. Thank you again for thinking of me.

On Tue, May 3, 2016 at 2:18 PM, Mike Moses <[REDACTED]> wrote:

Tommy,

9/14/2016

Google Apps Vault - RE: TCG Golf Outing - Whispering Pines Golf Club

John

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Superintendent, Bryan ISD

9/14/2016

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---

email: [REDACTED] "Mike Moses"      Wednesday, May 11, 2016 at 4:05:22 PM Central Daylight Time  
To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Appears so.

Sent from my iPhone

On May 11, 2016, at 1:53 PM, Thomas Wallis <thomas.wallis@bryanisd.org> wrote:

Thank you. Was the JP thing the situation I thought last year?

On Wed, May 11, 2016 at 11:51 AM, Mike Moses <[REDACTED]> wrote:  
Understand. Get you next time. I talked to JP. She is going to talk to you.

Sent from my iPhone

On May 11, 2016, at 10:10 AM, Thomas Wallis <thomas.wallis@bryanisd.org> wrote:

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On Tue, May 3, 2016 at 2:18 PM, Mike Moses <[REDACTED]> wrote:

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9/14/2016

Google Apps Vault - RE: TCG Golf Outing - Whispering Pines Golf Club

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9/14/2016

Google Apps Vault - RE: TCG Golf Outing - Whispering Pines Golf Club

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@Wallis\_BeTheOne (Twitter)

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9/13/2016

Google Apps Vault - TCEA ring

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## TCEA ring

---

email: "lee.briggs@balfour-rep.com Lee Briggs"

Tuesday, February 23, 2016 at 4:01:03 PM Central Standard Time

To: email: "thomas.wallis@bryanisd.org Thomas Wallis"

Tommy -

Let me know what you think of this. We can make any changes on it at this point. What do you think of putting 4 different colors in the TCEA logo like we saw on the website?

---

**Attachments:**

TCEA SOTY 16-1820 6XL pageV1.pdf 310k

---

email: "thomas.wallis@bryanisd.org Thomas Wallis"

Tuesday, February 23, 2016 at 6:19:25 PM Central Standard Time

To: email: "lee.briggs@balfour-rep.com Lee Briggs"

This is perfect. You are awesome. Thank you so much.

On Tuesday, February 23, 2016, Lee Briggs <lee.briggs@balfour-rep.com> wrote:

Tommy -

Let me know what you think of this. We can make any changes on it at this point. What do you think of putting 4 different colors in the TCEA logo like we saw on the website?

—  
Thomas Wallis, Ed.D.  
Superintendent, Bryan ISD  
979-209-1002 (office)  
979-209-1004 (fax)  
101 N. Texas Ave, Bryan, Tx 77803  
@Wallis\_BeTheOne (Twitter)

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---

# THE TEA SUPERINTENDENT OF THE YEAR



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TEA CO. LTD.

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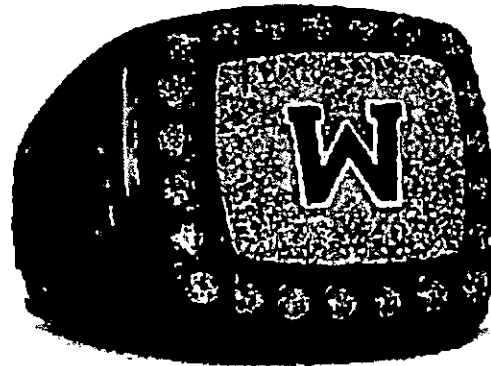


## Class Rings (74)

FILTER SORT

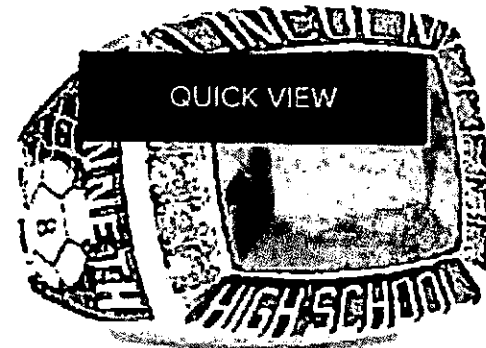


Save



**157 Identity - Men's Style**

from \$406.00



**176 Identity - Men's Style**

from \$406.00

September 12, 2016

Cabinet Meeting

Attendees: Wallis, Drozd, Webb, Rocka, Ybarra

Transcription:

**Drozd**

The first part of last week I asked them to email them and see what their opinion was. One didn't reply and all six thought that was a good first step.

**Wallis**

What's that?

**Drozd**

That is if you have a spouse... you're covering your spouse on your plan and they do have coverage through their employer, there would be a \$100 surcharge

**Wallis**

I already said no to that, why are we continuing? I said no!

**Drozd**

I got that.

**Wallis**

So why are we continuing to talk about it?

**Drozd**

Because, at the time I didn't have the results of the committee.

**Wallis**

I don't care what the results of the committee are.

**Drozd**

Well I've thought a little bit more about it. And we have a \$2 million dollar deficit to this year. This could bring \$200,000 to the plan.

**Wallis**

I am not charging, not right now, no. I've already said no.

**Drozd**

Ok

**Wallis**

No, no means no. When I.. How often do I say no? how often? In 5 years have I just said no?

**Drozd**  
Not that often

**Wallis**  
I said no

**Drozd**  
I just don't feel like it's my.... When the plan is losing \$2 million dollars a year and we're trying to make it up

**Wallis**  
I understand

**Drozd**  
I've got to put every, every idea we have

**Wallis**  
And you did. And you did. And I vetoed it. I mean, I don't say no much ladies and gentlemen. When I say no it means no, don't bring it back to me. I've already said no. And when I say no, just end it.

9/14/16

Wallis and Ybarra Conversation

Wallis

Do you know what David Stasny did?

Ybarra

What are you talking about?

Wallis

You don't know, I'm just telling you, that why I'm down here, to vent.

Ybarra

Oh. Well, what's wrong?

Wallis

Do you know that sorry sack of shit did?

Ybarra

What?

Wallis

We had a lunch meeting, right? And I told him I didn't care. Like I said, go visit who you want to, I don't care. I could care less, it's 6 years into this, it doesn't matter to me. Go visit who you want to. It's totally up to you, I don't care anymore. He said, well I wish it wasn't I didn't care, I wish it more that I trust....

Ybarra

You told me this, yeah - yeah. You told me this.

Wallis

And I said, David. I said, you know, if you don't trust me, I said, I've written 5 years of a chapter, I can write my last chapter at 6. It's fine, whatever, if you don't trust me. He put my contract on the agenda.

Ybarra

Well what did he say about it?

Wallis

Well he said you are very unhappy. And he says, I said, he said well you don't have a five-year contract and your upset by that. I said ok. I'm not arguing with you, like I'm not arguing with you, right. Can you believe that? And of course we all said no. And so we put mid-year evaluation on there.

Ybarra  
Do you think..

Wallis  
He's pissed because I told him I didn't care. He's pissed because I didn't kiss his ass. And he's pissed because he's still mad about Lane and visiting campuses - as is Ruthie. They want to go visit.

Ybarra  
David's done that for years. He's always gone and had lunch with each principals, I mean you know that, that's that's part of how he keeps connected. I get that. Um, but he said it's about your 5 year contract, right?

Wallis  
No he basically wants to know what my intentions are. Do I want to stay in Bryan, or do I want to leave? And I said, Well I'll tell you what David, let's just put it down there as a mid-year evaluation. We'll just throw it down on the table for everybody. He goes ok. I said good, we'll do that Monday night.

Ybarra  
We have board goals Monday night too, don't we?

Wallis  
Well, yeah we have to do that anyway.

Ybarra  
Ok. Ok. Well you've had a busy day, then.

Wallis  
Oh it's going to busy. It's been a busy day.

Ybarra  
I said, I said that you've had a busy day.

Wallis  
Oh yeah. Anyway, it just frustrated me. I'm like, piece of shit.

Ybarra  
I'm glad to know that um, Harry got to you about the cameras. That was one of the things I wanted to touch base with you.

Wallis  
Yes yes yes yes yes yes

Ybarra

I was glad to hear you talk to Doug about that too.

Wallis

Yep

Ybarra

Wallis

We're not

Ybarra

Wallis

We're good

Ybarra

We're still good

Wallis

Isn't that frustrating, thought?

Ybarra

Yea, you know... you want to get some momentum going, you want a have some consistency. But... maybe he wants you to talk about your five-year contract.

Wallis

He might do it. Well he said it's quite obvious you're not happy here. I just went. Others said that too. I said really - who's the others?

Ybarra

Like board members?

Wallis

I don't...He didn't say - others.

Ybarra

Alright.

Wallis

And it's very funny to me how this year, I have had more people sayin' this is the best start of the school year - we are rockin right now

Ybarra

They really have like the unity of the rock solid. Like that's been good.



Wallis

They like it, it's a good year, it's a good year. We got a lot of good things going on.

Ybarra

A lot, A lot happening this year with realignment and construction and...

Wallis

And people aren't negative about it

Ybarra

No, it's exciting and anticipation and kind of a rebirth, you know. It's good stuff!

Wallis

Yep

Ybarra

I'm putting the distinctions in board notes?

Wallis

Yes

Ybarra

Ok, I wanted to make sure, I put it in here just in case. I'm finishing those up right now.

Wallis

Cause I don't know if we're going to have time because night until the next one.

Ybarra

Yeah I wasn't sure. I asked Tiffany to ask you, I didn't know if you wanted to have them

Wallis

She did, I don't know how much time we're going to have because we have quite, we have to talk about board, we've gotta talk about who we are going to place on the board.

Ybarra

Oo - that's on Monday too?

Wallis

It will be awhile.

Ybarra

Alright

Wallis  
Fun stuff, girl. See ya!

Ybarra  
Have a good night!

Wallis  
Bye bye

Ybarra  
Bye