

**Medina Valley Independent School District
Board of Trustees
Special Meeting on Wednesday, January 21, 2026 at 6:00 PM
Medina Valley ISD Central Office Board Room**

A Special Board Meeting of the MVISD Board of Trustees was held on Wednesday, January 21, 2026, beginning at 6:00 PM at/on Medina Valley ISD Central Office Board Room.

I. First Order of Business

- A Call Meeting to Order
- B Establish a Quorum
- C Pledge of Allegiance to the Flag followed by a Moment of Silence

II. Public Comment

At Regular Board Meetings the Board shall permit public comment on any topic. At all other Board Meetings public comments will be limited to items on the agenda posted with the notice of the meeting. Consistent with Board Policy BEC (Local), when necessary for meeting management, the following will apply: When 1 to 3 individuals sign up to address the Board, they will each be given 5 minutes. When 4 to 6 individuals sign up to address the Board, they will each be given 3 minutes. When 7 or more individuals sign up to address the Board, they will each be given 2 minutes.

III. Discussion and Possible Action Items

- A Consider Approval of the Superintendent's Retirement/Contract Resignation 2
- B Consider Approval of the Superintendent Search Firm Agreement 3

IV. Adjournment

(Items do not have to be taken in the same order as shown on the meeting agenda.)



January 12, 2026

Dear Members of the School Board and Medina Valley ISD Community,

I am writing to formally announce my retirement from the education profession after 34 fulfilling years of service. Please accept this letter as my resignation from my position as superintendent of Medina Valley ISD effective June 30, 2026.

It has truly been an honor and a privilege to serve as Superintendent of Medina Valley ISD and to work alongside so many hard working and dedicated educators and staff members. Throughout my career, I have had the good fortune to collaborate with passionate individuals who share a deep commitment to creating a nurturing and engaging learning environment for our students. Together, we have faced challenges, celebrated successes, and continually strived to improve the lives of the students we serve.

As I prepare to embark on this next chapter of my life, I want to express my heartfelt gratitude to the Board of Trustees, faculty, staff, students, and the entire Medina Valley ISD community. I am proud to call myself an educator and will always cherish the relationships and memories we have built together.

Thank you for your unwavering support and encouragement throughout the years. I look forward to watching the continued growth and success of Medina Valley ISD in the years ahead.

Warmest regards,

Scott Caloss
Superintendent, Medina Valley ISD

**A Proposal
to
Medina Valley ISD School District**



**Board of Trustees
For Superintendent Search Services
from
Jim Dunlap with
Arrow Educational Services, Inc.**

January 9, 2026

To Members of the Medina Valley ISD Board of Trustees:

We are pleased to present this proposal to assist Medina Valley ISD in the search for a superintendent. Dr. Russell Marshall and Jim Dunlap are experienced educators with extensive successful experience throughout Texas public schools and universities and have conducted over 220 successful superintendent searches in small and large Texas schools. Having recently completed superintendent searches in Granbury, Needville, Diboll, Rusk, Timpson, and Nacogdoches, Dr. Marshall and Mr. Dunlap will provide your district with the same quality of superior personal service that has been Arrow's trademark for decades.

Why are we unique? Why are we the best for your district? Because . . .

- The board remains in total control of the search.
- We select individuals for the board to consider who meet Medina Valley's criteria and who also have a proven track record of success in handling all the aspects of today's superintendency.
- We never leave you to do your own research or cause you to question what happens next.
- We have no "stable" of candidates to move from district to district.
- Being former superintendents, applicants trust us.
- Both the Texas Association of School Administrators and the Texas Association of Mid-Size Schools exclusively requested our services to assist in the selection of their legendary executive directors.
- We value your time and make the process efficient and practical.
- We have earned credibility among boards and among applicants. We are committed to our word. We will provide everything necessary for you to hire the best superintendent in 2026.
- And ... we are best for you because of this promise: You will be happy with our work, or you do not pay.

This proposal briefly outlines our commitment to you. But remember, this is your search. We conduct your search your way. We are ready to go to work for you.

Sincerely,
Dr. Russell D. Marshall, President
Jim Dunlap, Chief Operating Officer,
Lead Consultant

Dr. Russell Marshall 903-237-8154
Mr. Jim Dunlap 903-746-4392
russell@arrowsearchinc.com
jim@arrowsearchinc.com
www.arrowsearchinc.com

FIRM INFORMATION

Arrow Educational Services, Inc. was formed with the express purpose of “providing support, assistance, and training for Texas educators and school trustees.” Our primary business is superintendent search assistance. We have worked with school districts across the state of Texas and we are justifiably proud of our work. We encourage you to check our references and talk to the people who have used our services. They will give you the real story about how hard we will work for you not only during the search process but for months (and years) later!

The employment of a superintendent is the single most important task you will undertake as a board member. Normally, the search process is difficult and time-consuming. While Arrow Educational Services, Inc. will relieve you of the details, no firm can relieve you of the final responsibility of selecting your superintendent. We assure you that you will receive the same quality search that we have provided in over 220 searches across the great state of Texas. Only members of Arrow Educational Services, Inc. will be involved in your search, and we are committed to your satisfaction in every phase of the process.

YOUR ARROW CONSULTANT TEAM

Dr. Russell Marshall, President of Arrow Educational Services, Inc. has experience in all levels of education. He has served as a superintendent, assistant superintendent, principal, assistant principal and classroom teacher. He is a former associate professor of educational leadership and Coordinator of the Superintendent Certification Program for both The University of Texas at Tyler and Stephen F. Austin State University. He retired from Mabank ISD, an exemplary district in Region 10, after having served as superintendent there for 16 years. He stayed “retired” four years and was asked to return. He is in his third year back as interim.

Dr. Marshall has over 45 years of service to Texas school children. He was twice named the Region 10 Superintendent of the Year, receiving this honor in consecutive years. Having been a successful superintendent, he possesses the innate ability and expertise needed to recognize characteristics and chemistry vital to a successful superintendent search.

He and his wife Tammye have been married for 43 years. They are the parents of four wonderful children. Jordan, 37, is a graduate of Stephen F. Austin State University and The University of Texas at El Paso and is a nurse practitioner and mother of little Emma; Griffin, 34, is a graduate of Tarleton State University and owns a high fence ranch. He is daddy to Colby; Landon, 31, is a graduate of Texas A and M University and is employed by J. P. Morgan in Denver; and Alden, 28, is a graduate of the McCombs Business School at the University of Texas in Austin and works in private consulting in Denver, Colorado. The four children (and Russell) create a huge challenge for Tammye.

Jim Dunlap, Chief Operating Officer, and Lead Consultant

A veteran educator with over 50 years of experience in East Texas public schools as a paraprofessional, bus driver, teacher, principal, business manager, superintendent, and Education Service center Division Director. For twenty-five of those years, Jim served as superintendent in three outstanding Texas school districts, Diboll, Beckville, and Hallsville. He was twice selected as Region 7 ESC candidate for Superintendent of the Year, having been nominated by the boards in Diboll and in Hallsville. He is a former university instructor and has conducted board training and workshops at service centers and area universities.

For several years, he held a variety of leadership positions with the Region 7 Education Service Center, including Director of Administrative Services and Field Service Agent. Jim has served as interim superintendent in several school districts through the years and in 2016 completed his third tour as superintendent in Hallsville ISD. At one point in his career, Jim was a certified school district monitor for the Texas Education Agency and editor of www.TexasISD.com's companion electronic newsletter, *The Lone Finalist*, which is dedicated to keeping Texas educators current on critical school issues. This strong and wide-ranging set of field experiences provides him a special understanding of and a bond with superintendents and board members.

Jim's wife of 56 years, Linda, is also a retired and respected school administrator in her own right, who served in Diboll, Carthage, and Hallsville.

They are the proud parents of two wonderful adult children, five of the "grandest" grandchildren ever and one spectacular great-grandson.

SERVICES/EXPECTATIONS

Arrow's consultants will meet with the board to discuss and receive guidance on how best to involve staff, parents, and community members in identifying the personal and professional abilities and qualifications that are desired in your next superintendent. Using this input, Arrow will develop a profile to guide in the recruitment process. We will ensure that equal opportunity is provided for all those interested in applying for the position through advertisement on state and national placement processes, internet sites, universities, ESCs, and through individual, professional, and personal contacts. We will work closely with the board during the entire process. This includes advertising, screening of applicants, reference checks, and advice on how the board can conduct criminal history and credit checks. In addition, Arrow Educational Services, Inc. will aid in developing the offer of employment to the final candidate. We schedule interviews and work directly with the board in developing the interview protocol, candidate questions and all other aspects of the search.

We DO NOT provide a list of applicants to access on a website and leave you with all the work.

We earn our fee.

Role of Arrow:

1. Act in an advisory capacity for school board members throughout the search process
2. Provide surveys for staff, parents, and community and/or have personal meetings with groups.
3. Assist with determining timelines for conducting the search process
4. Advertise the position
5. Collect applications
6. Screen applicants and assist in determining finalists

7. Assist with determining the provisions of employment
8. Assist in developing interview questions and procedures
9. Perform personal reference checks of final candidates
10. All other duties necessary for a successful search

Role of the Board:

1. Establish timelines for conducting the search
2. Provide information about the district to Arrow for advertising the position
3. Establish final criteria for the profile
4. Determine provisions of employment
5. Conduct interviews
6. Announce finalist(s) 21 days before the employment of a superintendent
7. Assist with a home district visit, if desired
8. Conduct Criminal Records Checks
9. Appoint the superintendent

Board Training

As Texas Education Agency certified school board trainers, we will offer three hours of team building credit to each board member during the search. This will be done through the search process if requested.

FEES AND PRICING

Arrow Educational Services, Inc. is committed to executing a professional, nationwide search to identify and recruit the most highly qualified and desirable candidates for the superintendent position at MVISD. Our work is designed to ensure access to a broad, diverse, and talented pool of candidates who align with your values and leadership expectations.

Fee Structure:

- **Professional Services:** \$ 15,500
- **Expenses:** A typical search involves three to four face-to-face visits, and, at the board's option, these could be reduced by utilizing technology. All expenses beyond the typical search will include additional travel at the state mileage rate and any necessary clerical support.

What sets Arrow apart is our personal dedication and diligent commitment to you. You are not only investing in our time and expertise, but also in the passion and resolve we bring to every search. It is not just a job – we care.

Our Promise:

This will be a comprehensive, professional nationwide search. By maintaining our extensive network of contacts and established recruitment practices, we will reach every corner of the state and beyond to find the best leader for your district.

Our Guarantee:

No one will work harder to serve your district. With Jim Dunlap's leadership as the face of the search under Arrow Educational Services, Inc., your satisfaction is not just a goal - it is our commitment.

BOARD MEMBER REFERENCES

Please feel free to contact these board members:

Mr. Craig Roberts, Sulphur Springs ISD - 903-348-4664

Mr. Jason Olson, Little Elm ISD - 214-793-1829

Ms. Elizabeth Childress, Cleburne ISD - 817-219-4404

Mr. Gary Sapp, Mabank ISD - 903-288-5888

Ms. Shelli Conway, Anna ISD - 972-658-7683

Mr. Thad Hill, Bridge City ISD - 409-718-8225

Mr. Kenneth Pruitt, Canton ISD - 903-245-1384

Mr. Tommy Bishop, Midland ISD - 432-238-2363

Mr. Tony Gray, Farmersville ISD - 214-557-6024

Dr. Chris Teague, Hillsboro ISD - 254-580-8327

Mr. Scott Sanders, Lexington ISD - 979-716-7197

Mr. Jason Petersen, Hallsville ISD - 903-918-6660

What Board Members Have to Say ...

"This was a team effort. We had support from the community that participated in focus groups and provided valuable feedback in an online survey. We also received outstanding leadership from Arrow Educational Services, the firm that assisted in the search."

-- Mr. G.W. Neal, President, Nacogdoches ISD Board of Trustees, KTRE TV News, March 26, 2020

"I cannot say enough about the great work of our search firm, Arrow Educational Services, Inc., under the leadership of Dr. Russell Marshall and Mr. Jim Dunlap. They brought forward an outstanding group of candidates for consideration and made the work of our interview committee smooth and seamless."

-- Dr. Jodi Duron, President, Texas Association of Mid-Size Schools

"The job that Dr. Russell Marshall and Jim Dunlap has done for Manor ISD is exceptional. I would highly encourage any school district to utilize their services and expertise. Arrow took personal interest in finding the right candidates for our school district. We were engaged at all levels, and our Superintendent has proven to be the right fit for our district. Arrow has also led an Assistant Superintendent search for us as well, and we are equally pleased with the outcome. Dr. Marshall and Mr. Dunlap's education experience and climate understanding is a service your district cannot afford to miss, while making the most important hires for your district. I highly recommend Arrow Search to any school district who is even considering a change in leadership."

-- Marlin D. Thomas, Board President, Manor ISD

"Our search was handled very efficiently and was extremely effective in meeting our district's needs and goals. It was very apparent their focus was to help us find the right candidate who would best fit the exact needs of our district. They worked hard to be there to guide us, answer our many questions, and most importantly serve the students of PGISD."

-- Jeff Harris, Board President, Pleasant Grove ISD

"Thank you for your guidance with our search for a new Superintendent at Jasper ISD. I have been involved with 3 superintendent searches; your service was well worth the cost. The process was planned and executed with our input which allowed us to find the superintendent that fit our program."

-- Tommy Street, Jasper ISD

"I would highly recommend your firm to anyone looking to hire their next superintendent no matter if they are a small or large district. The materials and background you did on each person was excellent, reliable and helpful. I really cannot thank you enough for all you have done for us."

-- Stacie Gooch, Wylie ISD

"You allowed us plenty of space to work as a team. You were involved enough to guide us through the process, but not so much that you dominated the process. I never felt like you pushed us in any direction, and I really appreciate that. I would recommend Arrow Educational Services to others."

-- Barbara Goss, Wylie ISD

"I feel grateful to Arrow Educational Services, Inc. They have done a great job for us. To know that they went out and worked on finding the right person for the school district and our community, they listened to the board and then went out and screened the applications. I believe they had our students needs ahead of anything else. That was very important to me, for I believe our first priority is our students. I feel that the team had the same feeling and priority."

-- Irene Galan, Big Spring ISD

"Hillsboro ISD has worked with Dr. Marshall and Mr. Dunlap of Arrow Educational Services, Inc. for two superintendent searches. They are incredible. Stellar communication with both board and candidates. They dot every "i" and cross every "t" to make sure the process goes smoothly. They always have the district's best interest at heart. I could not imagine going through this without them on the team."

-- Dr. Chris Teague, President, Hillsboro ISD Board of Trustees

What Superintendents Have to Say...

"The consultants are excellent in matching potential applicants to school districts. This works to the advantage of both the school district and the applicants. Both are looking for "a fit." While all applicants will have their credentials before the board, the consultant's personal knowledge of many of the candidates provides resources a board simply would not have available if doing a search on their own."

-- Dr. Glenn Hambrick, Superintendent, Carthage ISD (retired)

"The staff of Arrow Education take pride in providing school trustees with highly skilled applicants that will meet the specific needs of their district. Schools all over Texas have found success in hiring strong superintendents with the help and assistance of Arrow Education. The extensive screening by Arrow Education helps Board of Trustees find the right leader for their schools."

-- Stan Surratt, Superintendent, Lindale ISD

"While I was considering applying for a superintendent position, I was very apprehensive about the process. After visiting with Dr. Marshall and Mr. Dunlap they made me feel more comfortable in participating in a confidential search. The process was handled in a very positive and professional manner. I would highly recommend any School Board to entrust Arrow Educational Services with assisting in their search for a new superintendent."

-- Jay Tullos, Canton ISD

"It is without reservation and with much pride and confidence that I recommend Arrow Educational Services to any school board searching for their next district leader. I have firsthand experience working with this firm. Finding the right person is not a task they take lightly. Arrow Educational Services believes in servant leadership and finding the correct match for both the superintendent and the district. Working with them you will find they take time to identify both your short term and long-term needs. They work diligently to find candidates that connect with the values and strengths of each individual district they work for. Please don't hesitate to contact me. My cell number is 940.577.5825"

-- Jason Cochran, Ed.D. Krum ISD

RECENT SUCCESSFUL SUPERINTENDENT SEARCHES

Ninety-five percent of these individuals are still employed, retired, or moved to a larger district. The longest serving superintendent in the same district is 22 years; the shortest serving superintendent was less than one year.

2025

Crockett ISD – Mr. Damenion Miller
Diboll ISD – Dr. Igor Gusyakov
Martin’s Mill ISD – Mr. Derek Driver
Nacogdoches ISD – Mr. Grey Burton
Needville ISD – Dr. Paul Drake
Palmer ISD – Dr. Jacob Duce
Rusk ISD – Dr. Mid Johnson
Timpson ISD – Dr. Terry Everitt

2024

Elkhart ISD - Mr. Kyle Johnson
Granbury – Dr. Courtney Morawski
Kennard ISD – Mr. Chad Smith
Lumberton ISD – Dr. John Mathews
Presidio ISD – Ms. Carmen Rubnert
Rains ISD – Mr. Joe Nicks

2023

Anderson-Shiro ISD – Dr. Sarah Borowicz
Blue Ridge ISD – Dr. Darrell Floyd
Cleburne ISD – Dr. Colby Kirkpatrick
Diboll ISD – Mr. Brian Bowman
Ferris ISD – Mr. Hector Madrigal
Kaufman ISD – Dr. Joshua Garcia
Leon ISD – Mr. Clint Sadler
Little Elm ISD – Mr. Michael Lamb
Meridian ISD – Ms. Dana Davis
Oglesby ISD – Mr. Shane Webb
Ore City ISD – Ms. Rachel Evans
Schulenburg ISD – Ms. Julia Motomura
Seagraves ISD – Dr. Bonnie Avery
Sulphur Springs ISD – Dr. Deanna Steeber

2022

Alpine ISD – Dr. Michelle Rinehard
Buna ISD – Dr. Tiffany Spicer
Dime Box ISD – Mr. Jeff Conovan
Eustace ISD – Dr. Julia McMains
Hillsboro ISD – Dr. Darrell Brown
Krum ISD – Dr. Jason Cochran
Sims ISD – Mr. Eddy May

2021

Bridge City ISD – Dr. Mike Kelly
Chapel Hill ISD – Mr. Daniel Pritchett
DeKalb ISD – Dr. Chris Galloway
Glen Rose ISD – Dr. Trig Overbo
Gunter ISD – Mr. Scott Martindale
Hallsville ISD – Mr. John Martin
Lumberton ISD – Dr. Tony Tipton
Kemp ISD – Dr. James Young
Lexington ISD – Dr. Cliff Lightfoot
Martins Mill – Mr. Scott Tyner

2020

Big Sandy ISD – Mr. Mike Burns
Blooming Grove ISD – Mr. Ricky Hartley
Farmersville ISD – Mr. Micheal French
Frankston ISD – Ms. Nicci Cook
Kemp ISD – Dr. James Young
Lumberton ISD – Dr. Tony Tipton
Nacogdoches ISD – Dr. Gabriel Trevino
West Sabine ISD – Ms. Cristal Joslin
Zavalla ISD – Dr. Chris Crawford

Arrow Educational Services, Inc. is proud of our record of successful work in assisting school boards. Following is a list of districts in which Arrow has conducted successful searches. Check any of our references.

Alpine ISD

Completed 2022

Alto ISD

Completed 2006

Anderson-Shiro CISD (four)

Completed 2000, 2004, 2006, 2023

Anna ISD (three)

Completed 2009, 2014, 2018

Atlanta ISD

Completed 2006

Big Sandy ISD (two)

Completed 2008, 2016

Big Spring ISD

Completed 2009

Bloomburg ISD

Completed 2007

Blooming Grove ISD (two)

Completed 2015, 2020

Blue Ridge ISD (four)

Completed 2008, 2016, 2019, 2023

Boles ISD

Completed 2019

Brazosport ISD

Completed 2011

Bridge City (two)

Completed 2016, 2021

Broadus ISD

Completed 2010

Buffalo ISD

Completed 1999

Buna ISD

Completed 2022

Caldwell ISD

Completed 2000

Canton ISD (two)

Completed 2010, 2019

Carthage ISD (two)

Completed 2008, 2018

Celina ISD

Completed 2007

Center ISD

Completed 2002

Center Point ISD (three)

Completed 2002, 2007, 2008

Central ISD

Completed 1999

Chapel Hill ISD (R8 ESC)

Completed 2021

Chico ISD

Completed 2008

Chireno ISD

Completed 2015

Cleburne ISD

Completed 2023

Coahoma ISD (two)

Completed 2005, 2008

Comfort ISD

Completed 2007

Commerce ISD

Completed 2009

Corrigan-Camden ISD

Completed 1999

Crandall ISD

Completed 2012

Crane ISD (two)

Completed 2001, 2004

Crockett ISD

Completed 2025

Cumby ISD

Completed 2009

Daingerfield-Lone Star ISD

Completed 2008

Dayton ISD

Completed 2010

DeKalb ISD (two)

Completed 2012, 2021

DeSoto ISD (two)

Completed 2005, 2007

Diboll ISD (four)

Completed 2000, 2006, 2023, 2025

Dime Box ISD

Completed 2022

Douglass ISD (two)

Completed 2014, 2019

Edgewood ISD

Completed 2019

Elkhart ISD (two)

Completed 2004, 2024

Ennis ISD

Completed 2019

Etoile ISD

Completed 2002

Eustace ISD

Completed 2022

Fairfield ISD

Completed 2009

Farmersville ISD

Completed 2020

Ferris ISD (two)

Completed 2015, 2023

Florence ISD

Completed 2000

Frankston ISD (four)

Completed 2011, 2014, 2016, 2020

Fruitvale ISD (two)

Completed 2007, 2008

Gilmer ISD

Completed 2002

Glen Rose ISD (three)

Completed 2002, 2006, 2020

Granbury ISD

Completed 2024

Grape Creek ISD

Completed 2003

Grapeland ISD

Completed 2001

Greenville ISD (two)

Completed 2006, 2017

Greenwood ISD

Completed 2007

Gunter ISD

Completed 2021

Hallsville ISD (two)

Completed 2016, 2021

Hardin ISD

Completed 2018

Harleton ISD

Completed 2007

Hemphill ISD (two)

Completed 2010, 2011

Hempstead ISD

Completed 2007

Henderson ISD

Completed 2000

Hillsboro ISD (two)

Completed 2008, 2022

Hooks ISD

Completed 2011

Hudson ISD

Completed 2017

Ingram ISD

Completed 2000

Jarrell ISD (four)

Completed 2000, 2002, 2009, 2012

Jasper ISD

Completed 2016

Joaquin ISD

Completed 1998

Kaufman ISD

Completed 2023

Kemp ISD (three)

Completed 2006, 2018, 2020

Kennard ISD

Completed 2024

Kerens ISD

Completed 2015

Kermit ISD

Completed 2010

Krum ISD

Completed 2021

Lancaster ISD

Completed 2010

Leon ISD

Completed 2023

Lexington ISD (five)

Completed 2004, 2010, 2015, 2017, 2021

Liberty ISD

Completed 2009

Lindale ISD

Completed 2007

Little Elm

Completed 2023

Lorraine ISD

Completed 2011

Lorena ISD

Completed 2003

Lumberton ISD (two)

Completed 2020, 2024

Mabank ISD (two)

Completed 2003, 2018

Manor ISD

Completed 2016

Marion ISD

Completed 2007

Marshall ISD

Complete 2009

Martins Mill ISD (three)

Completed 2013, 2021, 2025

Martinsville ISD (four)

Completed 2001, 2007, 2013, 2016

Maude ISD (two)

Completed 2012, 2015

Melissa ISD
Completed 2014

Meridian ISD (two)
Completed 2017, 2023

Mexia ISD (two)
Completed 2003, 2008

Midland Charter Academy
Completed 2008

Midlothian ISD
Completed 2000

Moody ISD
Completed 2016

Nacogdoches ISD (two)
Completed 2020, 2025

Needville ISD
Completed 2025

New Boston ISD (two)
Completed 2001, 2005

Oglesby ISD
Completed 2023

Ore City ISD
Completed 2023

Palestine ISD
Completed 2008

Palmer ISD
Completed 2025

Pecos-Barstow-Toya ISD
Completed 2009

Pilot Point ISD (two)
Completed 2007, 2013

Piney Woods Charter
Completed 2000

Pleasant Grove ISD (two)
Completed 2016, 2019

Post ISD (two)
Completed 2010, 2018

Premont ISD (two)
Completed 2013, 2016

Presidio ISD
Completed 2024

Quinlan ISD
Completed 2008

Rains ISD (two)
Completed 2012, 2024

Reagan County ISD
Completed 2006

Rice ISD
Completed 2015

Riesel ISD
Completed 2019

Rogers ISD
Completed 2009

Rusk ISD (four)
Completed 2001, 2012, 2018, 2025

Sam Rayburn ISD
Completed 2016

San Augustine ISD
Completed 2007

Santa Fe ISD
Completed 2008

Schulenburg ISD (three)
Completed 2001, 2019, 2023

Seagraves ISD
Completed 2023

Simms ISD
Completed 2022

Snook ISD (two)
Completed 2001, 2006

Stafford MSD (four)
Completed 2003, 2006, 2011, 2014

Sulphur Springs ISD
Completed 2023

Sunnyvale ISD
Completed 2007

TAMS Executive Director
Completed 2019

TASA Executive Director
Completed 2018

Timpson ISD (three)
Completed 1999, 2009, 2025

Trinidad ISD
Completed 2006

Troup ISD
Completed 2001

Troy ISD
Completed 2003

West Sabine ISD
Completed 2020

Whiteface CISD
Completed 2002

White Settlement ISD
Completed 2012

Wimberley ISD
Completed 1999

Winnsboro ISD
Completed 2014

Wylie ISD
Completed 2011

Yantis ISD
Completed 2008

Zavalla ISD (two)
Completed 2009, 2020