

Katy Independent School District
**Application for Certified
 Employment**

Katy Independent School District
 Personnel Office
 PO Box 169
 Katy, Texas 77492-0169

CONTACT INFORMATION

Name: Last, First, MI Graham, Justin Ross		Application Date 11/11/16
Name as recorded on transcripts, etc.		Social Security Number [REDACTED]
Permanent Address		City, State, Zip [REDACTED]
Permanent Phone		
Present Address [REDACTED]		City, State, Zip [REDACTED]
Home Phone [REDACTED]	Other Phone [REDACTED]	Cell Phone
Email Address [REDACTED]		
Driver's License No [REDACTED]		State TX

EMPLOYMENT PREFERENCES

Would you consider: Full-Time
 Part-Time

Indicate up to three positions for which you are applying in order of preference:
 1st choice: **ADMINISTRATOR**
 2nd choice:
 3rd choice:

Date available for employment: **12/01/2016**

Total Full Time Teaching Experience (years): **0**
 Total Full Time Administrative Experience (years) : **3**
 Graduate hours beyond highest degree in accredited schools:
 Highest degree held: Bachelors Masters Doctoral

LANGUAGES

Enter languages, other than English, in which you are proficient:

WORK EXPERIENCE

Teaching Experience

District Garland Independent School District	Institution GISD	Phone (972)487-3026
Address 501 S Jupiter	City, State, Zip Garland , TX 75206	
Supervising Administrator Dr. Bob Morrison	Grade or subject General Counsel	
Length of Service 3	Date 11/2013 - 12/2016	Reason for Leaving Currently Employed

Substitute Teaching Experience

Have you ever been employed as a substitute teacher during the time you held a valid Texas teacher certificate from the state in which you subbed? If yes, you will need to provide valid service records showing a sufficient number of days as required by TEA to receive credit.
No

Dates From / To	School District	State	Grade & Subjects	Supervisor	Phone Number
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Student Teaching Experience

Dates From / To	School District	State	Grade & Subjects	Supervisor	Phone Number
-----------------	-----------------	-------	------------------	------------	--------------

Have you student taught in the last 5 years? **No**

Non-Teaching Experience

Employer Garland ISD	Telephone No. (972)487-3026		
Address 501 S. Jupiter	City Garland	State TX	Zip 75042
Supervisor Dr. Bob Morrison	Title Superintendent of Schools	Employment Dates 11/2013 - 12/2016	Years 3
Reason For Leaving Currently Employed			
Duties General Counsel. Manage the legal affairs and general counsel's office for the entire district.			

Employer Henslee Schwartz LLP	Telephone No. [REDACTED]		
Address 3200 SW Freeway	City Houston	State TX	Zip
Supervisor Donald Henslee	Title Managing Shareholder	Employment Dates 09/2010 - 11/2013	Years 3
Reason For Leaving Opportunity at GISD			
Duties Head of the Firm's Southeast Texas School Law Section. Worked as outside general counsel for a variety of districts across the state.			

EDUCATION

List all colleges / universities attended. Indicate date degree may be expected if application is completed prior to graduation.

Institution TEXAS TECH UNIVERSITY			
Address 2500 Boardway	City Lubbock	State TX	Zip 79409
Major POLITICAL SCIENCE	Minor	Degree received Bachelor	Years Attended 4
Undergraduate G.P.A. [REDACTED]	Graduate G.P.A.		

Institution BAYLOR UNIVERSITY			
Address 1114 S. University Parks Dr.	City Waco	State TX	Zip 76706
Major ** NOT LISTED	Minor	Degree received Doctorate	Years Attended 3
Undergraduate G.P.A.	Graduate G.P.A.		

Secondary School Attended

High School Name Round Top - Carmine	City Carmine	State TX
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PROFESSIONAL REFERENCES

Name: Morrison, Bob	School or organization: Garland ISD	Position: Superintendent	Telephone No.: [REDACTED]
Address [REDACTED]	City [REDACTED]	State [REDACTED]	Zip [REDACTED]
Home Telephone No.	E-Mail Address: [REDACTED]		

Name: Chance, Linda	School or organization: Garland ISD	Position: Chief of Staff/Deputy Super	Telephone No.: [REDACTED]
Address [REDACTED]	City [REDACTED]	State [REDACTED]	Zip [REDACTED]
Home Telephone No.	E-Mail Address: [REDACTED]		

Name: Lambert, Rick	School or organization: Garland ISD	Position: Trustee/Former President	Telephone No.: [REDACTED]
Address [REDACTED]	City [REDACTED]	State [REDACTED]	Zip [REDACTED]
Home Telephone No.	E-Mail Address: [REDACTED]		

SUBSTITUTE

Non-certified substitutes may be utilized upon the approval of the emergency substitute list by the Texas Education Agency. Katy ISD is in compliance with the provisions of Title IX of Public Law 92-318, Education Amendments of 1972, and is an equal opportunity employer. Persons wishing to serve as substitutes in Katy ISD are required to file an application with the Personnel Office. Substitute

teachers must have a minimum of 60 college semester hours. An interview through the Personnel Office is required prior to consideration for placement on the substitute list. Substitutes must complete paperwork required by the Texas Education Agency and Katy ISD.

I am applying to substitute: **No**

I am applying to substitute in the following area(s): <input type="checkbox"/> Teacher <input type="checkbox"/> Nurse <input type="checkbox"/> Librarian <input type="checkbox"/> Aid <input checked="" type="checkbox"/> Other Other professional area: General Counsel	
I wish to be considered as a substitute at the level checked: <input type="checkbox"/> Elementary <input type="checkbox"/> Junior High <input type="checkbox"/> High School Subject Areas:	
My highest degree held is: <input type="checkbox"/> High School Diploma plus semester hours <input type="checkbox"/> Bachelor's Degree <input type="checkbox"/> Master's Degree <input checked="" type="checkbox"/> Doctoral Degree	
I am teacher certified: No Teacher certified in: College hours taken:	

CERTIFICATION

TEXAS CERTIFICATION INFORMATION <i>(Graduating seniors: Complete this section with known and anticipated information)</i>					
Type of certificate		Certificate number		Date issued	Expiration date
Last name, as it appears on certificate					
<input type="checkbox"/> Administrative <input type="checkbox"/> All level <input type="checkbox"/> Counseling <input type="checkbox"/> Elem 1-6 <input type="checkbox"/> Elem 1-8 <input type="checkbox"/> EC-4 <input type="checkbox"/> 4-8 <input type="checkbox"/> Librarian <input type="checkbox"/> Secondary <input type="checkbox"/> Diagnostician					
Other certification, endorsements or specializations					
1st teaching field	Sem. hrs.	2nd teaching field	Sem. hrs.	3rd teaching field	Sem. hrs.
If you have taught with any type of emergency or special assignment permit, please explain:					

OUT-OF-STATE CERTIFICATION INFORMATION <i>(Graduating seniors: Complete this section with known and anticipated information)</i>					
It is the applicant's responsibility to secure an evaluation of out-of-state State Board for Educator Certification http://www.sbec.state.tx.us Phone 1-888-863-5880					
All out-of-state certificate holders must take and pass all required Texas ExCET exams during the FIRST YEAR OF EMPLOYMENT in order to be considered for continued employment in Katy ISD. It is the employee's responsibility to complete the requirement. You must be Texas certified by the end of your first year of teaching in Texas.					
State	Type of certificate		Certificate number	Date issued	Expiration date
<input type="checkbox"/> Administrative <input type="checkbox"/> All level <input type="checkbox"/> Counseling <input type="checkbox"/> Elementary <input type="checkbox"/> Librarian <input type="checkbox"/> Secondary <input type="checkbox"/> Diagnostician					
Other certification, endorsements or specializations					
1st teaching field	Sem. hrs.	2nd teaching field	Sem. hrs.	3rd teaching field	Sem. hrs.

POSITIONS REQUIRING A TEXAS LICENSE <i>(psychologists, speech therapists, nurses)</i>	
Type of license: Texas State Bar	License number: 24066815

Date issued: **01/2009**

Expiration date: **LIFETIME**

EXTRACURRICULAR/COACHING ACTIVITIES

Indicate any extra-curricular activities or sports that you would be willing to direct or coach:

If you are interested in being considered for a coaching position at the junior high and/or high school level, please fill out the following information. (Note: Coaching positions are NOT available with elementary level teaching assignments.)

List sports in which you participated in high school:

List sports in which you participated in intercollegiate athletics:

Please rank (in order of preference) the sports you would like to coach:

AGREEMENT

I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information shall be grounds for refusal to hire or, if hired, termination. I also agree to provide all required information and credentials upon employment. I understand that this completed application is the property of Katy Independent School District and is not available for review by me prior to employment. Katy ISD is given authorization to contact the references and employers listed in this application. As a professional courtesy to those who have submitted references, all information will be confidential, respecting the rights of both parties. I hereby authorize all persons, schools, companies, corporations, law enforcement agencies, and the Industrial Accident Board to release any information contained in my employment records, school records, criminal records, and Worker's Compensation records to the Katy Independent School District. I do release them from any liability and responsibility arising from their doing so. I am willing that a true copy of this authorization be accepted with the same authority as the original.

Type "YES" if you agree to the above: **YES**

Official Academic Transcript from:
TEXAS TECH UNIVERSITY
REGISTRAR'S OFFICE
BROADWAY AND UNIVERSITY AVE
WEST HALL, ROOM 103
LUBBOCK, TX 79409

TELEPHONE: 806-742-3661

Academic Transcript of
JUSTIN GRAHAM
Transcript Created: 7-Feb-2017

Requested by:
JUSTIN GRAHAM

E-Mail: justingraham@katyisd.org



Document Type: THIRD-PARTY SECURE PDF

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HUMAN RESOURCES/JULIE COVINGTO
KATY ISD
6301 S STADIUM LN
KATY, TX 77494-1057

E-Mail: JulieACovington@KATYISD.ORG

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TEXAS TECH UNIVERSITY

Office of the Registrar, Lubbock, Texas 79409

Date Issued: 07-FEB-2017
Official Undergraduate Record

Date of Birth: [REDACTED]

Record of: Justin Ross Graham
Issued To: HUMAN RESOURCES/JULIE COVINCIO
KATY ISD
6301 S STADIUM LN
KATY, TX 77494-1057

Page: 1

Course Level: Undergraduate - TTU

TSI Information:
TSI AREA TSI STATUS EXPLANATION
All Exempt Exemption - SAT Scores
CORE CURRICULUM NOT COMPLETE
TEC 51.907 Undergraduate Course Drop Counter - 0

Academic Program
Bachelor of Arts
Program : Political Science BA
College : Coll of Arts and Sciences
Major : Political Science
Minor : English

Awarded Degree Bachelor of Arts 14-MAY-2005
Program: Political Science BA
College: Coll of Arts and Sciences
Major: Political Science
Minor: English
Dept. Honors: Honors College with Honors
Inst. Honors: Magna Cum Laude

SUBJ NO.	COURSE TITLE	CREGRED	PTS	R	C
Institution Information continued:					
Fall 2001 TTU	Architectonics Studio				
ARCH 1412	No Credit Lab				
ARCH 1412	Architectural				
ARCH 1441	Delineation I				
ARCH 1441	Discussion				
IS 1100	Tech Transittn:Freshman Sem-Hon				
MATH 1330	Intro Math Analysis				
ORNT 1009	Ornatation 9 July 28 thru 27, 2001				

Design List

SUBJ NO.	COURSE TITLE	CREGRED	PTS	R	C
Spring 2002 TTU	Design Environment & Society				
ARCH 1311	Discussion				
ARCH 1311	Architectural				
ARCH 1442	Delineation II				
ARCH 1442	Discussion				
ARCH 2312	Hist Ancient Thru Baroque				
HONS 3301	Honors Sem In Humanities				
MATH 1331	Tudor-Stuart England				
	Intro Math Analysis				

Design List

SUBJ NO.	COURSE TITLE	CREGRED	PTS	R	C
Blinn College					
AHRS	EHRS	QHRS			
0.00	16.00	16.00			

***** CONTINUED ON NEXT COLUMN *****

Bobbie Brown
Bobbie Brown, Registrar

TranscriptsNetwork

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TEXAS TECH UNIVERSITY

Office of the Registrar, Lubbock, Texas 79409

SSN: [REDACTED]

Date of Birth: [REDACTED]

Date Issued: 07-FEB-2017
Official Undergraduate Record

Record of Justin Ross Graham
Level: Undergraduate - TTU

Page: 2

SUBJ NO.	COURSE TITLE	CREDCRD PTS	R	C	SUBJ NO.	COURSE TITLE	CREDCRD PTS	R	C
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Institution Information continued:

Fall 2002 TTU					Fall 2003 TTU				
COMS 2300	Public Speaking				ENGL 2351	Intro To Creative Writing			
COMS 2300	Discussion				HONS 3302	Honors Sem In Science and the Ugly of Fishing			
EDSE 2300	Schools, Society & Diversity				PFW 1113	The Good, the Bad, and the Ugly of Fishing Golf			
HIST 2301	Hist Of U.S. Since 1877				POLS 3341	Administrative Process			
HONS 2116	Honors Int Sci Lab II				SPAN 1507	Comprehensive Review: 1st Year			
HONS 2306	Honors Integrated Science II								
POLS 1301	Amer-Govt, Organization-Honors								

Institution Information continued:

Spring 2003 TTU					Spring 2004 TTU				
ADV 2310	Principles Of Advertising				ENGL 3360	Issues In Composition			
ENGL 2311	Technical Writing				ENGL 3365	Profess Report Writing			
PHIL 3321	Philosophy Of Law, Justice and Responsibility				POLS 3300	Selected Topics In Pals-Honors - Africa's Role in the Contemporary World			
POLS 2302	American Public Policy				POLS 3339	Religion And Politics			
POLS 2302	Discussion				SPAN 2301	Second Course In Spanish I			
POLS 3331	Intro Politic Philosophy								

Deans List

Spring 2003 TTU
ADV 2310 Principles Of Advertising
ENGL 2311 Technical Writing
PHIL 3321 Philosophy Of Law, Justice and Responsibility
POLS 2302 American Public Policy
POLS 2302 Discussion
POLS 3331 Intro Politic Philosophy

Presidents List


Spring 2004 TTU
ENGL 3360 Issues In Composition
ENGL 3365 Profess Report Writing
POLS 3300 Selected Topics In Pals-Honors - Africa's Role in the Contemporary World
POLS 3339 Religion And Politics
SPAN 2301 Second Course In Spanish I

Deans List

[REDACTED]

***** CONTINUED ON NEXT COLUMN *****

***** CONTINUED ON PAGE 3 *****

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TEXAS TECH UNIVERSITY

Office of the Registrar, Lubbock, Texas 79409

SSN: [REDACTED]

Date of Birth: [REDACTED]

Date Issued: 07-FEB-2017
Official Undergraduate Record

Record of: Justin Ross Graham
Level: Undergraduate - TTU

Page: 3

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SUBJ NO.	COURSE TITLE	CREDGRD PTS	R	C
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Institution Information continued:

Fall 2004 TTU
ENGL 3389

Short Story-Honors -
Other Peoples' Lives:
Short Stories from
Latin America
Intro Political
Analysis
Discussion
Political Parties
Constitu
Law/Lit
Second Course In
Spanish II



DEANS LIST

Spring 2005 TTU
COMS 3102 Forensic Activities
PFW 1130 Basketball
POLS 3327 The American Presidency
POLS 3371 Comparative Politics
PSS 1411 Prins Of Horticulture
PSS 1411 No Credit Lab-Honors



DEANS LIST

***** CONTINUED ON NEXT COLUMN *****

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Bobbie Brown

Bobbie Brown, Registrar

TEXAS TECH UNIVERSITY

Grade	Grade Meaning	Grade Points	Test Credit Grades	Grade Meaning
A+	Excellent	4.0	AP	Advanced Placement exam scores
A	Excellent	4.0	ACT	ACT exam scores
A-	Excellent	4.0	CLP	CLEP exam scores
B+	Good	3.0	DE	Departmental exam scores
B	Good	3.0	FLP	Foreign Language Placement exam scores
B-	Average	2.0	IB	International Baccalaureate exam scores
C+	Average	2.0	SAT	Credit for SAT exam scores

*Test credit grades are not calculated into the GPA

Grade	Grade Meaning	Grade Points
DA	Excellent	1.0
DB	Good	1.0
DC	Average	0.0
DD	Inferior	0.0*
DF	Failure	0.0*
DP	Pass	0.0*

*Developmental course grades are not calculated into the GPA

CR	Credit	0.0*
NC	No Credit (not calculated in GPA)	0.0*
NP	Student did not pay fees (no grade)	0.0*
P	Pass	0.0*
PR	Progress	0.0*
R	Repeated to remove Incomplete	0.0*
W	Withdraw or dropped passing (through fall 2008)	0.0*
W	Withdraw from University (as of Spring 2009)	0.0*
WF	Withdraw Failing	0.0*
X	No Grade Reported	0.0*

* Not included for computing GPA

- Four grade-point system effective September 1962.
- Texas Technological College changed to Texas Tech University effective September 1, 1969.
- 3-digit course numbers changed to 4-digit number effective September 1983.
- Transfer course credit is not calculated in TTU GPA.
- Honors in descriptive titles indicates Honors Credit.

ERN = Earned Hours
 QHR = Quality Hours
 QPS = Quality Points

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BLINN COLLEGE

SEN: [REDACTED] Student No: [REDACTED] Date of Birth: [REDACTED] Page: 1
Date Issued: 07-FEB-2017
PRCH - Electronic - SFTP File

Record of: Justin Ross Graham
Current Name: Justin Ross Graham
***-WARNING ***
--No Address--

Issued to: Julie Covington
Parchment: 12608518
Certified eTranscript

Course Level: Undergraduate
Student Type: First Time Freshman
Only Admit: SPRING 2000

Program : Undeclared Program
College : Academic College
Major : General Liberal Arts

TSI Information:
TSI AREA TSI STATUS
Math Complete
Writing Complete
Reading Complete
CORE CURRICULUM NOT COMPLETE
TEC 51.907 Undergraduate Course Drop Counter - X
***** END OF TRANSCRIPT *****

SUBJ NO. COURSE TITLE CRED GRD PTS R

INSTITUTION CREDIT:

SPRING 2000
ENGL 1301
GOVI 2306

Good Standing

Summer I 2000
ECON 2302
ENGL 1302

Good Standing

Spring 2001
HIST 1301
KINE 1101

Good Standing

Andrea Limer, Registrar

BLINN COLLEGE

www.blinn.edu

Brenham Campus
902 College Avenue
Brenham, Texas 77883
(979) 830-4000

Bryan Campus
P.O. Box 6030
Bryan, Texas 77805
(979) 209-7223

Schulenburg Campus
100 Ranger Drive
Schulenburg, Texas 78956
(979) 743-5200

Sealy Campus
3701 Outlet Center Dr., Suite 250
Sealy, Texas 77474
(979) 627-7997

Office of Admissions and Records TRANSCRIPT GUIDE

GRADE AND POINT SYSTEM

A	- Excellent	A	- 4 GR. PTS./SEM HR
B	- Good	B	- 3 GR. PTS./SEM HR
C	- Average	C	- 2 GR. PTS./SEM HR
D	- Poor	D	- 1 GR. PTS./SEM HR
F	- Failure	F	- 0 GR. PTS./SEM HR
I	- Incomplete	I	- 0 GR. PTS./SEM HR
Q	- Withdrew	Q	- 0 GR. PTS./SEM HR
QF	- Withdrew Failing	QF	- 0 GR. PTS./SEM HR
W	- Dropped course with no penalty	W	- 0 GR. PTS./SEM HR
CR	- Credit (advanced standing validation)	CR	- 0 GR. PTS./SEM HR
P	- Pass	P	- 0 GR. PTS./SEM HR
NP	- Not passing	NP	- 0 GR. PTS./SEM HR
IP	- Prior to Fall, 1995, an end of semester grade for developmental courses indicating partial completion of course requirements. Fall, 1995 forward, an administrative grade assigned to the student pending completion of the current semester.		
AS	- Advanced Standing, prior to Fall 1994, this grade indicates credit for advanced standing.		
H	- Honors Course-See current bulletin for more details.		
*	- Repeated Course		
'	- Grade not calculated in GPA		
FS	- Academic Fresh Start		

ACCREDITATION

Blinn College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (1866 Southern Lane, Decatur, Georgia 30033-4097; Telephone number 800-248-7701) to award the associate degree. Blinn College is also approved by the Texas Higher Education Coordinating Board to award both associate degrees and certificates.

ACADEMIC STANDING

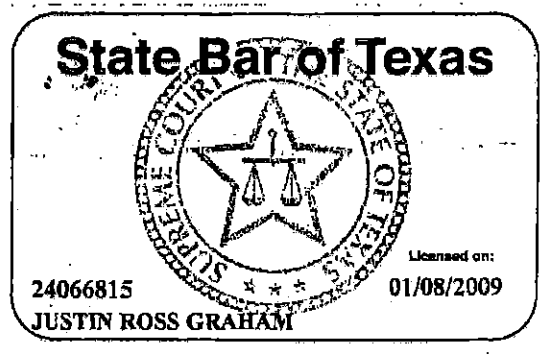
A student who falls below a 2.0 cumulative grade point average at the close of any long semester, or summer school (two sessions), will be placed on scholastic probation. A student who fails to achieve a minimum cumulative 2.0 average at the close of the next semester following the start of probation will be suspended. At the end of the third semester the student must have an overall grade point average of 2.0 or better to continue in school.

CURRENT COURSE NUMBERING SYSTEM

In the fall of 1992, Blinn College adopted the Texas common course numbering. The first digit in the four digit sequence identifies the course as either developmental (0), freshman level (1) or sophomore level (2). The second digit identifies the number of credit hours students earn upon successful completion of the course. Most often this digit will be 1, 2, 3, or 4. The final two digits serve to establish the departmental sequence in which courses are generally taken.

TRANSCRIPTS

Official transcripts bear the signature of Blinn College official. Transcripts are issued only upon the written request or consent of the student.



**Katy Independent School District
Applicant Reference Form**

Ref #: 00291477

APPLICANT

Applicant Name: **GRAHAM, JUSTIN ROSS**
Positions Desired: **ADMINISTRATOR**

PID: 176040

Please assist us in determining this applicant's potential for success in the desired position. Provide a rating for each of the applicable characteristics listed below. Check all that apply.

	Clearly Outstanding	Exceeding Expectations	Satisfactory	Below Expectations	Not Applicable
Positive Attitude and Enthusiasm	X	-	-	-	-
Initiative / Personal Motivation	X	-	-	-	-
Emotional Stability and Maturity	X	-	-	-	-
Dependability and Punctuality	X	-	-	-	-
Planning and Organizational Skills	X	-	-	-	-
Oral Communication	X	-	-	-	-
Written Communication	X	-	-	-	-
Professional Attitude	X	-	-	-	-
Problem Analysis	X	-	-	-	-
Judgment	X	-	-	-	-
Decisiveness	X	-	-	-	-
Leadership	X	-	-	-	-
Sensitivity	X	-	-	-	-
Stress Tolerance	X	-	-	-	-
Team Participation Skills	X	-	-	-	-
Teaching Strategies and Techniques	-	-	-	-	X
Skills in Student Evaluation	-	-	-	-	X
Classroom Management Skills	-	-	-	-	X
Provides Acceptable Role Model	X	-	-	-	-
Knowledge of Office Procedures	X	-	-	-	-
Response to Supervision	X	-	-	-	-
Office Machine Skills	X	-	-	-	-
Telephone Etiquette	X	-	-	-	-
Ability to Complete Jobs	X	-	-	-	-
Honesty and Integrity	X	-	-	-	-

Between what dates have you known the applicant's work: **11/2013 (MM/YYYY) to still employed (MM/YYYY)**

What position did the applicant occupy and at what school or organization?
General Counsel

If you were considering this person for a position would you:

Employ without looking further Consider strongly, but look at additional applicants Do not consider for employment

Please add any comments that might be helpful to us in evaluating this applicant:

1024 characters remain

Based upon my experience as school board president and as a lawyer representing school districts, it is my opinion that there are few persons qualified to be inside general counsel for a school district. Justin Graham is one of the few that has the experience to handle the broad range of legal issues facing a large school district. Mr. Graham knows how to spot legal issues and he gives cogent and helpful advice to resolve the issues. He also knows when to seek outside expertise and obtains it in an efficient and cost effective manner. I would be happy to answer further questions as necessary.

First Name: **Rick** Middle Initial: Last Name: **Lambert**

Title: **Trustee/Former President** Company: **Garland ISD**

Work Phone: **[REDACTED]** Date: **11/11/2016 (MM/DD/YYYY)**

**Katy Independent School District
Applicant Reference Form**

Ref #: 00291475

APPLICANT

Applicant Name: **GRAHAM, JUSTIN ROSS**
Positions Desired: **ADMINISTRATOR**

PID: 176040

Please assist us in determining this applicant's potential for success in the desired position. Provide a rating for each of the applicable characteristics listed below. Check all that apply.

	Clearly Outstanding	Exceeding Expectations	Satisfactory	Below Expectations	Not Applicable
Positive Attitude and Enthusiasm	X	-	-	-	-
Initiative / Personal Motivation	X	-	-	-	-
Emotional Stability and Maturity	X	-	-	-	-
Dependability and Punctuality	X	-	-	-	-
Planning and Organizational Skills	X	-	-	-	-
Oral Communication	X	-	-	-	-
Written Communication	X	-	-	-	-
Professional Attitude	X	-	-	-	-
Problem Analysis	X	-	-	-	-
Judgment	X	-	-	-	-
Decisiveness	X	-	-	-	-
Leadership	X	-	-	-	-
Sensitivity	X	-	-	-	-
Stress Tolerance	X	-	-	-	-
Team Participation Skills	X	-	-	-	-
Teaching Strategies and Techniques	X	-	-	-	-
Skills in Student Evaluation	X	-	-	-	-
Classroom Management Skills	X	-	-	-	-
Provides Acceptable Role Model	X	-	-	-	-
Knowledge of Office Procedures	X	-	-	-	-
Response to Supervision	X	-	-	-	-
Office Machine Skills	X	-	-	-	-
Telephone Etiquette	X	-	-	-	-
Ability to Complete Jobs	X	-	-	-	-
Honesty and Integrity	X	-	-	-	-

Between what dates have you known the applicant's work: **10/2013 (MM/YYYY)** to **11/2016 (MM/YYYY)**

What position did the applicant occupy and at what school or organization?
In house counsel

If you were considering this person for a position would you:
 Employ without looking further
 Consider strongly, but look at additional applicants
 Do not consider for employment

Please add any comments that might be helpful to us in evaluating this applicant: 1024 characters remain

Lance, hire Justin. Loyal. Great person. Will give you excellent counsel. Call me [REDACTED]

First Name: **Bob** Middle Initial: Last Name: **Morrison**
 Title: **Superintendent** Company: **Garland ISD**
 Work Phone: **[REDACTED]** Date: **11/11/2016 (MM/DD/YYYY)**

Katy Independent School District Applicant Reference Form

Ref #: 00291476

APPLICANT

Applicant Name: **GRAHAM, JUSTIN ROSS**
Positions Desired: **ADMINISTRATOR**

PID: 176040

Please assist us in determining this applicant's potential for success in the desired position. Provide a rating for each of the applicable characteristics listed below. Check all that apply.

	Clearly Outstanding	Exceeding Expectations	Satisfactory	Below Expectations	Not Applicable
Positive Attitude and Enthusiasm	X	-	-	-	-
Initiative / Personal Motivation	X	-	-	-	-
Emotional Stability and Maturity	X	-	-	-	-
Dependability and Punctuality	X	-	-	-	-
Planning and Organizational Skills	X	-	-	-	-
Oral Communication	X	-	-	-	-
Written Communication	X	-	-	-	-
Professional Attitude	X	-	-	-	-
Problem Analysis	X	-	-	-	-
Judgment	X	-	-	-	-
Decisiveness	X	-	-	-	-
Leadership	X	-	-	-	-
Sensitivity	X	-	-	-	-
Stress Tolerance	X	-	-	-	-
Team Participation Skills	X	-	-	-	-
Teaching Strategies and Techniques	X	-	-	-	-
Skills in Student Evaluation	X	-	-	-	-
Classroom Management Skills	X	-	-	-	-
Provides Acceptable Role Model	X	-	-	-	-
Knowledge of Office Procedures	X	-	-	-	-
Response to Supervision	X	-	-	-	-
Office Machine Skills	X	-	-	-	-
Telephone Etiquette	X	-	-	-	-
Ability to Complete Jobs	X	-	-	-	-
Honesty and Integrity	X	-	-	-	-

Between what dates have you known the applicant's work: **11/2013 (MM/YYYY) to 11/2016 (MM/YYYY)**

What position did the applicant occupy and at what school or organization?
General Counsel

If you were considering this person for a position would you:
 Employ without looking further
 Consider strongly, but look at additional applicants
 Do not consider for employment

Please add any comments that might be helpful to us in evaluating this applicant: 1024 characters remain

Justin will be a great asset to your team.

First Name: Linda Middle Initial: Last Name: **Chance**
 Title: **Chief of Staff/Deputy Super** Company: **Garland ISD**
 Work Phone: XXXXXXXXXX Date: **11/11/2016 (MM/DD/YYYY)**