




James M. Largent, Ed.D.

FOUNDER/CEO LARGENT CONSULTING


PROFESSIONAL PROFILE

After serving 31 years in public schools as a teacher/coach/administrator, and 21 years as a superintendent, I am excited to work with schools and corporate partners in a variety of ways to build relationships that will benefit our most precious resource--our students. My mission is to support public education, teachers, and school leaders. I particularly like working with up-and-coming leaders who aspire to become superintendents.

CONTACT

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1619 Malibu Bay Ct.
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EDUCATION

Doctor of Education
Sam Houston State University
Huntsville, Texas | Aug 2001

Superintendent Certification
Texas A&M University
Commerce, Texas | May 1995

Master of Education in Administration
Sam Houston State University
Huntsville, Texas | Dec 1993

B.Sc. in Physical Education
Lamar University
Beaumont, Texas | May 1987
Post-Graduate work in Education
Leadership; 2002 - 2003

CERTIFICATIONS

- Superintendent
- Mid-Management Administrator
History, Physical Education
- TASA Mentor Superintendent
- TEA Registered Provider for Board
and Administrator Training #2022-3-4
RP-1700 (through March 2025)
- Licensed Athletic Trainer (1987-1997)

EMPLOYMENT HISTORY

Founder/ CEO Largent Consulting LLC	2018 - Present
Interim Superintendent of Schools New Braunfels I.S.D. (2021)	2021
Superintendent of Schools Granbury I.S.D.	2012 - 2018
Superintendent of Schools Rusk I.S.D.	2001 - 2012
Superintendent of Schools Chireno I.S.D.	1998 - 2001
High School Principal Queen City I.S.D.	1994 - 1998
Asst. High School Principal Teacher/ Head Baseball Coach/ Athletic Trainer Coldspring-Oakhurst C.I.S.D.	1991 - 1994
Teacher of American History/ Physical Education Athletic Trainer/ Assistant Coach Henderson I.S.D.	1990 - 1991
Teacher of World History/ Physical Education Athletic Trainer/ Assistant Coach Woodville I.S.D.	1987 - 1990

SIGNIFICANT LEARNING EXPERIENCE

Closing the Achievement Gap	Oct 26 - 27, 2009
<ul style="list-style-type: none"> • This was a Larry Bell seminar that focused on multicultural education and strategies to close the achievement gap in education. I took a team of teachers and administrators to this seminar. 	
TASA Technology Leadership Academy	2003 - 2004
<ul style="list-style-type: none"> • This was a four-day academy in 2003 - 2004 	

AREAS OF EXPERTISE

- Building academic excellence
- Team building
- Authentic Learning/PBL
- Effective change
- Program evaluation
- Working with aspiring leaders
- Superintendent tenure & career paths
- Financial investments, contracts, and negotiations
- Planning and supervision of building projects

AFFILIATIONS

- Texas Association of School Administrators (Honorary Life Member)
- Texas Association of Suburban and Mid-Urban Schools
- First United Methodist Church

PERSONAL

- I am married to **Jeri Ellen Largent**, a retired educational diagnostician.
- We have two children; **Justin**, who works in the commercial insurance industry, and **Jaci**, a speech/language pathologist.

INTERESTS

- I enjoy playing golf and staying active with a variety of outdoor and family activities.

SIGNIFICANT LEARNING EXPERIENCE (CONT.)

Lamar University Superintendent Academy X

2002 – 2003

- I attended this year-long academy that included a scholarship valued at \$10,000.

IBM Forum for School Executives

Oct 21 - 24, 2002

- As part of the Superintendent Academy, I spent 4 days at the IBM Executive Training Facility in Palisades, NY.

Puebla, Mexico

Jun 9 - 17, 2000

- As part of my doctoral internship, I spent 10 days studying schools and various cultural experiences in Mexico.

TASA First Time Superintendent's Academy

1998

- I attended this year-long academy in Austin, Texas.

PAST LEADERSHIP

Chairman of the Board

2020

Lake Granbury Medical Center

Chairman of the Board

2018

Granbury Chamber of Commerce

Governing Board, 1 of 4 TX Representatives

2017 – 2018

America Association of School Administrators

HONORS / AWARDS

- **Book "Leading in Chaos"** became an Amazon Best Seller and was ranked #1 in 3 separate categories, along with being named a #1 Amazon New Release, Sept 2022.
- **Honorary Life Member** - Texas Association of School Administrators, presented January 2019.
- **"Key to the City"** Presented by Granbury Mayor Nin Hulett, July 2018.
- **Blue and Gold Award** - Granbury FFA, May 2018.
- **School Safety Spotlight** - Student/Peer-Led Groups Texas School Safety Center, 2018
- 2016 nominee for **Region 11 Superintendent of the Year**
- 2015 nominee for **Region 11 Superintendent of the Year**
- 2011 nominee for **Region 7 Superintendent of the Year**
- 2010 nominee for **Region 7 Superintendent of the Year**
- 2009 **Region 7 School Board of the Year**.
- 2008 **Citizen of the Year**, presented by the Rusk Chamber of Commerce, Jan 10, 2009.
- **Main Street Award** "for visionary efforts in promoting the growth of our community", Rusk, TX, 2004
- **Honorary Chapter FFA Degree**, May 2003.
- Cover and feature article for Jan/Feb **Texas Lone Star magazine**, 2002.
- Nominee for AERA **National Dissertation of the Year award**, 2002.
- **Educator of the Week**, The Daily Sentinel, Nacogdoches, Texas, March 3, 1998.
- National **Who's Who in Executives and Professionals**, 1996-97.
- 1996 Finalist for **Region VIII Principal of the Year**.

PAST CIVIC ORGANIZATIONS

- Granbury Education Foundation
- Rusk Chamber of Commerce
- Rusk Main Street Program
- Rusk Industrial Foundation, Inc.
- First United Methodist Church Choir
- Rusk Kiwanis Club
- Nacogdoches County Chamber of Commerce
- Atlanta Area Lions Club
- Atlanta Area Chamber of Commerce
- Various Youth Baseball Associations
- Director of Summer Baseball Camps
- Rusk Little Dribblers

VITA

Founder/ CEO

2018 – Present

Largent Consulting LLC

- **Largent Consulting** works with schools and corporate partners in a variety of ways. From business development, executive searches, and superintendent mentorship and training, we work to aggressively advocate for children and educators.
- I am an Associate with **Hazzard, Young, and Attea**, a firm that conducts executive searches, strategic planning, and a variety of other services for schools and school boards.
- **Superintendent searches:** Highland Park ISD, Dallas (2023), Fort Worth ISD (2022), Center ISD (2020), Chireno ISD (2019).
- Book, **Leading in Chaos: A Commonsense Blueprint for New and Aspiring School Leaders**, released September 13, 2022.
- **Administrator Retreat**, Giddings ISD, Guest speaker. Topic: Leading in Chaos, (July 2022).
- **Inside the Cabinet Meeting**, an occasional newsletter sent to Texas school leaders. (2018-present)
- **Board Training** presented to: Chireno ISD, Fort Worth ISD, Giddings ISD, Grapeland ISD, Highland Park ISD, Lexington ISD, Simms ISD, Slocum ISD.
- **Leadership/Admin Training** presented to: Chireno ISD, Decatur ISD, Giddings ISD, Simms ISD, Slocum ISD.
- Released childhood memoir, **Boys Beneath the Pines**, (April 2021)
- Podcast, **"Largent Unfiltered,"** (2018-2020) focused on education and politics and how they intersect. Our show hit **#7** on iTunes podcasts for the K-12 education niche and was **#72 of the top 100** shows on iTunes in the month of November 2018. Throughout 2019, our **podcast** was consistently ranked in the **Top 500 out of over 25,000 podcasts** on iTunes.

Interim Superintendent of Schools

2021

New Braunfels Independent School District

- I served as the interim superintendent while the school board was conducting its search for a new superintendent.
- My goals during my time there were to prepare for a July budget, continue preparations for a bond election, and provide support to the administrative team and staff.

Superintendent of Schools

2012 – 2018

Granbury Independent School District

- Our career and technical education (CTE) students were national champions in the **F1 in Schools program**, which allowed them to compete internationally, representing the USA. (2015-2018)
- We started the **Eagles Nest program** that allowed our aeronautical engineering students to work with local mentors to build two fully-functional RV-12 aircraft. (2016-18)
- Granbury High School was named one of the top 175 high schools in Texas and among the **top 10% of high schools in the nation** two years in a row by the U.S. News and World Report. (2014, 2015)
- In November of 2013, GISD passed an **\$84.9 million bond package**, the largest in school history and the 6th largest in Texas on this election day. The bond addressed safe and secure entries at all campuses, \$11 million in technology upgrades, and a complete renovation of Granbury High School, complete with a new Career/Tech Center and fine arts improvements. This bond passed with almost 60% of the vote. The last bond that went before voters in GISD several years earlier had failed badly.

PAST PROFESSIONAL ORGANIZATIONS

- American Association of School Administrators
- Texas Association of Community Schools
- Texas Association of Rural Schools
- Texas Association of Midsized Schools

VITA

- In 2013, GISD began a 3-year process to train all teachers in **Project Based Learning (PBL)** through the Burke Institute. This type of model encourages students to take ownership of authentic learning and centers on real-life scenarios and presentations to community audiences.
- Entered into an **energy savings and conservation** agreement that replaced all lighting, 20-year-old HVAC units, water conservation measures, and a new synthetic turf field in GISD. These measures resulted in significant utility savings for our district. (2013)
- Worked with the City of Granbury to purchase, through donations, a **dog that is trained to detect drugs and weapons**. This dog was on GISD property every day of the school year and worked with an officer whose salary is paid by GISD. (2013)
- Began a **Customer Care** process with administrators to build relationships across the District and create an attitude of "treat others the way I would want to be treated if I were in their shoes." (2012)
- Implemented **G-2020**, a strategic design process involving hundreds of students, staff, and community members to map out the future of GISD. (2012)
- Created the **Superintendent's Student Advisory Council (SSAC)**, a group of High School students who meet with me 4-5 times a year to discuss issues in our schools and their ideas about how we can provide them with the best education possible. (2012)
- Created a **Speaker's Bureau**, a database of local experts, who volunteer to come to our schools, speak to our students, and create a link between our classroom and the "real world." (2012)
- Began a semi-regular column, **GISD Talking Points**, with our local newspaper and also have periodic appearances on local radio and TV channels to discuss education and our schools. (2012).

Superintendent of Schools

2001 – 2012

Rusk Independent School District

- RISD received **\$1.3 million in technology grants** (Vision 20-20 and Connections) that provided laptop computers to all students in grades 4-8 and expanded technology at the High School.
- Completed **renovations on several campuses in 2010** that included a new entry at the High School, Science labs at the Junior High, and expanded cafeteria space at Rusk Primary.
- Rusk ISD became a **Recognized District** in 2010 and again in 2011.
- Completed the **renovation of Eagle Stadium** that includes adding a lane to our **track**, a **complete track re-surface**, and adding a **synthetic turf** playing field. Also, other cosmetic enhancements, fencing, concrete, etc. (completed in 2011)
- Headed a **construction team** to design, develop, and build a new "**Eagle Coliseum**" competition gym. This facility seats over 1300 and is a state-of-the-art facility (completed in 2009).
- Implemented a **longevity pay program** for teachers to encourage stability in our staff. This program began in 2007.
- Led all staff in a year-long email-based **book study**. (began in 2005)
- Installed a DVD-based CCTV **security camera system** on all campuses in the District. These cameras monitor inside public areas as well as target outside locations. (2005)
- Added **AEDs** (Automated External Defibrillators) on all campuses and athletic facilities in the District. (2005) This was before it was mandated.
- Introduced a "**Grab and Go Breakfast**" program at all campuses that gives all children a free breakfast each morning. (began in 2004)
- Rusk Primary and Elementary schools became "**Exemplary**" campuses. This was the first time these two campuses had achieved this rating. (2004, 2005, 2008, 2009, 2010) "Recognized" 2006, 2007, 2011)
- Rusk Intermediate School became a "**Recognized**" campus in 2007 (2008, 2009, 2011) and an Exemplary campus in 2010.

PUBLICATIONS

- ***Leading in Chaos: A Commonsense Blueprint for New and Aspiring School Leaders***, released in September 2022.
- ***Inside the Cabinet Meeting*** is an occasional newsletter sent to Texas school leaders. (2019-present)
- ***Boys Beneath the Pines*** a memoir of my childhood, released in April 2021
- ***Voices of the Nation***. (2017, May). High School Today, p. 56.
- ***GISD Talking points***. (occasional column). The Hood County News, first column published in October, 2012
- ***Gotcha Education***. (2008, March 19). The Cherokeean Herald, p. 4.
- ***Who's to blame for the legislature's failure***. (2005, August 26). Jacksonville Daily Progress, p.3. (2005, August 29). TexasISD.com, homepage
- ***Holding on to your super supe***. (2002, January/February). Texas Lone Star, 6-9
- ***RISD Talking points***.(occasional column) The Cherokeean/Herald, first column published in 2001.
- ***Superintendent trends surveyed***. (2001, September 24). Texas Education News, p. 3.
- ***Superintendent tenure in Texas: Characteristics of the superintendent, school, and community, and their effect on tenure*** (2001). Doctoral dissertation, Sam Houston State University, Huntsville, Texas
- ***How to build a successful baseball program at the small school***. (1994, February). Texas Coach, 20-21.

VITA

- In 2006, Rusk Junior High became a "**Recognized**" campus for the first time in its history. (2008, 2009, 2010, 2011)
- In 2002 (2003), Rusk High School became an "**Exemplary**" campus. This was the first time in the school's history that it had achieved a rating higher than academically acceptable. RHS was rated "**Recognized**" in 2010.
- Several of our campuses have received **Title I Distinguished School** recognition in recent years and all campuses have received numerous **Gold Performance Acknowledgements**.
- Headed a project to connect all five of our campuses with "**air-blown**" fiber optic cabling for networking between all campuses. (2005)
- Implemented **incentive programs** for attendance and performance that impacted all employees of the District by paying incentives once a year (if earned) as part of a November pay supplement. (2005)
- Headed the construction team to build a new facility that includes an **auditorium** as well as "state of the art" **science labs and additional classrooms** at the JH and HS campuses. (completed in 2005).
- Coordinated with County Health Department to offer **flu vaccinations** to all RISD students and have them administered at school with parent permission. (2004)
- Negotiated a 15-year contract with Lamar Advertising to use **highway billboards** to promote Rusk ISD (2003).
- Negotiated contract with East Texas Medical Center to provide our staff and their family members free access to the Olympic Center for **wellness** and **weight training** (2002).
- Headed a **construction team** to design, develop, and build a new **Intermediate School** to house 4th and 5th graders (completed in 2003).
- Created Director of Instructional Programs position to concentrate on "**focused instruction**" throughout the district. This person works with all principals and staff to align the curriculum both vertically and throughout departments (2001).
- Implemented an **energy conservation program** by retrofitting all lighting throughout the district and installing motion sensors in each room to turn off lights when no person is in the room. We also installed motion sensors on our toilets and throughout the new Intermediate school. We saw significant savings each year in electrical costs due to these improvements.
- Received **Instructional Facilities Allotment** grant in the amount of \$5 million for the construction of a new intermediate campus facility (2003).
- Rusk Junior High was named a **National Demonstration School** for the AVID program which is a program for at-risk children that encourages them to prepare for college. We were awarded this distinction each year from 2001-2012.

Superintendent of Schools

1998 – 2001

Chireno Independent School District

- In three years, we **doubled the fund balance** of our district, while at the same time showing marked improvement in facilities, transportation, and the academic program.
- Successfully passed a **bond election** with an **82% favorable vote** in May of 2000. This election was for the construction of a new High School and cafetorium.
- Negotiated an exclusive contract with **Coca-Cola** that provided our students with guaranteed yearly scholarships as well as other financial incentives.
- In 2001, our **District** was rated **Recognized** by TEA for the first time in its history.
- In 2000, our **High School** received a **Texas Successful Schools Award** from TEA.
- In 1999, 2000, and 2001, our **High School** campus received a rating of **Exemplary** from the TEA. 1999 was the first year our school had ever received this rating.

PRESENTATIONS

- [Giddings ISD](#) Administrator retreat. "Leading in Chaos." July, 2022
- [Simms ISD](#) convocation, "Teaching in the crazy world of COVID 19." August 2021
- [Granbury Chamber of Commerce](#). "The State of District." January 2014, October 2016, September 2017.
- [Granbury Chamber of Commerce](#), "The Future of Granbury ISD." August, 2012.
- [Hellas Construction, Inc.](#), National sales meeting; Austin, Texas. "Why choose Hellas for sports field construction?" November 2011.
- [Region VII Education Service Center](#), Kilgore, Texas. "Effective Board / Superintendent Relations." November 2008.
- [Stephen F. Austin State University](#), Nacogdoches, Texas. "Building an Effective Administrative Team." October 2004.
- [American Association of School Administrators \(AASA\) 135th Annual Conference and Exposition](#), New Orleans, Louisiana. "Strategies to Increase Superintendent Tenure." February 21, 2003.
- [Texas House of Representatives](#), Austin, Texas. Select Committee on Teacher Health Insurance. Testified on the status of health insurance in rural school districts. February 12, 2001.
- [Universidad Iberoamericana International Conference](#), Puebla, Mexico. "Profile of a Rural School District in East Texas, USA," June 16, 2000.

VITA

- In 2001, our **Elementary** school was rated **Recognized** by TEA.
- Began a comprehensive pre-testing and staff development program for **TAAS Improvement** and Curriculum Alignment.
- Our District was named a **TEKStar showcase school** for our use of a computerized curriculum program.
- Our district was named a **Title I Honor School** in 2001, and a **Title I Commended School** in 1999 and 2000. These awards were for achieving academic excellence in a District with over 60% economically disadvantaged students.
- Began an **energy conservation** program by replacing all existing lighting with more energy-efficient fixtures. We paid for the system with reduced electric bills.
- Supervised the completion of a new **wetlands wastewater treatment facility** for our school.

High School Principal

1994 – 1998

Queen City Independent School District

- Our campus was rated **Recognized** by the Accountability System for Texas Public Schools. We earned this rating for four consecutive years, with 1996 being the first time the campus had ever achieved that rating.
- After implementing numerous TAAS improvement strategies, our campus made tremendous gains in all areas of the TAAS test. In three years, we had a combined gain of **38% in Math, 19% in Reading, and 13% in Writing**.
- Our high school was one of the **pilot schools** in Texas for the inclusion of special education students.
- We made a scheduling change to the **Accelerated Block** schedule for the high school. Teams of teachers, students, and administrators were involved in the process and enjoyed the positive effects of the schedule.
- We had a very effective **site-based team** in place on our campus that was involved in many areas of school improvement, including hiring new employees, providing input to the administration, and other areas of importance to the staff and school.

Assistant High School Principal

1991 – 1994

Teacher/ Head Baseball Coach/ Athletic Trainer
Coldspring-Oakhurst CISD

- Served as a leader in a pilot program to **integrate curriculum** in the high school.
- Developed an **alternative school program** to serve students who would normally have been expelled from school. (This was before the State mandated this practice.)
- Developed a new **discipline management** plan for our campus and updated the student and teacher handbooks.
- **Everyday responsibilities** included 1) primary administrator in charge of discipline; 2) teacher evaluations and walk-through observations; 3) coordinating extra duties for teachers and staff; 4) general personnel administration.

Head Baseball Coach

- I took over a baseball program that had never had a winning season and never been in the playoffs.
- In my first season, we posted the best record in school history, and in my second and third seasons, we represented our school in the playoffs.
- We were District and Bi-District champions in 1994 and lost to eventual state finalist Waco Robinson in the Regional Playoffs.

Assistant Football Coach/Athletic Trainer

- Duties included coaching as needed on the football field and the everyday operation of an athletic training room.
- Emergency care, treatment, and rehabilitation of athletic injuries.
- In 1992, our football team was the Class AAA State Runner-Up.

PRESENTATIONS

- Stephen F. Austin State University, Nacogdoches, Texas. Dr. Bill Heeney's graduate class on Public relations. "Entering the Administrative Job Market," June 24, 1997.
- Texas A&M University, Commerce, Texas. Dr. James Wilcox's graduate class on the Principalship. "Characteristics of an Effective Principal," March 26, 1997.
- TASA/TASB Joint Convention 1996, George R. Brown Convention Center, Houston, Texas. "Selling the Accelerated Block Schedule to the School and Community," September 30, 1996.
- Inclusion Works National Convention, Corpus Christi Convention Center, Corpus Christi, Texas. "Implementing Inclusion in a School District," April 7, 1995.
- TASA/TASB Joint Convention 1994, Dallas Convention Center, Dallas, Texas. "Inclusion: A Positive Change for the Future," October 2, 1994.

VITA

Teacher, Athletic Trainer, Assistant Coach **1990 – 1991**
 Henderson Independent School District

- Taught History and Physical Education.
- Served as Head Athletic Trainer and Assistant Baseball Coach.

Teacher, Athletic Trainer, Assistant Coach **1987 – 1990**
 Woodville Independent School District

- Was the first licensed athletic trainer in the school's history
- Taught World History and Physical Education
- Served as Assistant Football Coach (QBs and receivers)
- Served as Assistant Baseball Coach.
- Our baseball team was in the State Playoffs two of three years I was there, advancing to the Regional finals in 1990.

PAST LEADERSHIP POSITIONS

Board Member **2016 – 2021**
 Lake Granbury Medical Center

Chairman of the Board **2020**
 Lake Granbury Medical Center

Vice-Chairman of the Board **2019**
 Lake Granbury Medical Center

Building Committee Chairman **2019 – 2020**
 Granbury Chamber of Commerce

Chairman of the Board **2018**
 Granbury Chamber of Commerce

Chair-elect **2017**
 Granbury Chamber of Commerce

Director **2014 – 2019**
 Granbury Chamber of Commerce

Governing Board, 1 of 4 TX Representatives **2017 – 2018**
 America Association of School Administrators

Board Member **2012 – 2018**
 Granbury Education Foundation

Leadership Development Committee **2013 – 2015**
 TASA

Chairman **2007 – 2012**
 Supernet II Technology consortium

Regional Director **2011 – 2012**
 Texas Taxpayer and Student Fairness Coalition (Finance Lawsuit)

Regional Director **2011 – 2012**
 Texas Taxpayer and Student Fairness Coalition (Finance Lawsuit)

PAST LEADERSHIP POSITIONS

Executive Committee Region VII	2002 – 2008
Executive Committee Texas Association of Community Schools	2009 – 2011
Advisory Committee Stephen F. Austin State University Superintendent Preparation Program	2006 – 2012
Music Executive Committee UIL Region 21	2004 – 2012
Superintendent Advisory Committee UT-Tyler	2004 – 2012
Board Member Cherokee County Shared Services Arrangement	2001 – 2012
Vice Chairman District 18 AAA	2008 – 2010
Chairman Districts 20-21 AAA	2004 – 2008
Leadership Development Committee TASA	2006 – 2008
Chairman Districts 20-21 AAA	2004 – 2008
Chairman Districts 20-21 AAA	2004 – 2008
Director Senate District 3, Texas Association of Mid-Sized Schools	2005 – 2007
County Representative The Equity Center	2003 – 2007
Advisory Council Coca-Cola "Fanta U"	2004 – 2006
Director Rusk Chamber of Commerce	2003 – 2005
Staff/Parish Relations Committee FUMC	2003 – 2005
Legislative Committee TASA	2003 – 2005
Board of Directors Rusk Kiwanis Club	2003 – 2005
Board of Directors Nacogdoches County Alternative Education Cooperative	1998 – 2001

PAST LEADERSHIP POSITIONS

Advisory Board Rusk Main Street Program	2002 – 2004
Representative Chuck Hopson's "Public Education Community Committee"	2003 – 2004
Chairperson Region VII Advisory Committee	2002 – 2003
Board of Directors Nacogdoches County Special Education Cooperative	1998 – 2001
Advisory Committee Texas Music Educators Association	2002
Administrative Services Committee TASA	2000 – 2001
Chairman Nacogdoches County Chamber of Commerce Teacher of the Year Selection Committee	2001
Board of Directors Atlanta Area Lions Club	1996 – 1998