

## NOTICE OF VACANCY

### Superintendent of Schools, Hawkins ISD

### Search Consultant, Consilience, LLC

#### About Hawkins ISD

Hawkins Independent School District (ISD) is located in Wood County, on Highway 80 approximately 10 miles north of Interstate 20. The community is 20 miles north of Tyler, which provides excellent medical services, along with good shopping opportunities and restaurants.

The district serves the town of Hawkins and a few surrounding communities. Hawkins, with a population of 1,278, has several big businesses, including Exxon oil and Ozarka water facilities.

Widespread community support is manifested in active booster clubs and parental programs. In the school district, community pride and high expectations for educational quality serve as driving forces in the district's quest for excellence.

The district has a demographic profile of 10.5% African-American, 4.8% Hispanic, and 80.2% white in a UIL AA district of 736 total students. The 2015 accountability rating was Met Standard. The elementary, middle, and high schools earned a Met Standard rating during 2015. The details of the ratings may be found at

<http://ritter.tea.state.tx.us/perfreport/account/2015/statistics/summary/district/d212910.pdf>

#### Financial Data

- Tax Rate – \$1.27 - M&O 1.04, I&S \$.23,
- Total Budget - \$11 million
- Audit – Unmodified Opinion
- Fund Balance - \$4.3 million
- Chapter 41 District

#### Description of Position

The superintendent of Hawkins ISD will be the educational leader and chief executive officer of the district, responsible for the effective execution of policies adopted by the district's board of trustees. The superintendent assumes administrative responsibility for the planning, operation, supervision, and evaluation of the education programs, services, and facilities of the district and for the annual appraisal of district staff.

#### Qualifications

- Master's degree
- Superintendent certification
- Campus leadership experience
- Knowledge of legal and finance issues
- Good personal and interpersonal skills
- Strong organizational skills

#### Profile: The Next Superintendent Must ...

- Understand curriculum/instruction strategies
- Develop good relationships with the community
- Communicate with all stakeholders in the district
- Effectively resolve conflict
- Understand UIL issues
- Increase morale among employees
- Work effectively with the school board
- Be the visible leader of the district

#### How to Apply

How to apply: Email a detailed letter of interest, resume, and references (references will not be contacted until you have been made aware) to [whickey@cebridge.net](mailto:whickey@cebridge.net).

For more information, call Wes Hickey at (903) 570-4277, or Jennifer Jones at (469) 371-0034.

**Deadline for applications: January 27, 2016.**

