

## The Community

The historical city of Crockett, with a population of approximately 7,000, is the county seat of Houston County located in beautiful East Texas. The city is approximately 100 miles north of Houston and 150 miles south-southeast of Dallas. Crockett is located at the intersection of U.S. Highway 287 and State Highways 19 and 21. The people of Crockett enjoy a small community atmosphere with the advantages of a large city a short drive away.

There are four colleges within an hour's drive: Sam Houston State University-Huntsville, Stephen F. Austin-Nacogdoches, Texas A & M-College Station, and Angelina College-Lufkin. Angelina College offers extension courses here in Crockett.

The principal sources of income come from livestock, timber, manufacturing, and tourism. Economic development efforts in the area are focused through Crockett Economic Development Corporation.

Davy Crockett National Forest lies partially within Houston County. Mission Tejas State Park, located in the county, attracts a number of visitors. There are several lakes, notably Houston County Lake, which provides excellent fishing and camping opportunities.

## The District

The Crockett Independent School District (ISD) covers approximately 231 square miles in Houston County, encompassing the City of Crockett. The district serves 1,707 students in grades Pre-K through 12. The building principals and teachers, have high expectations of all students. Parents and other community groups are encouraged to participate in the learning process.

The physical facilities consist of six campuses. The school board, administration, faculty, and all support personnel have a professional

commitment to education and accountability. The district recently passed a \$15,625,000 bond election to construct a new elementary and junior high campus, grades 1–8.

Special programs include, Even-Start where parental involvement is encouraged beginning at the Early Childhood Center and the Success For All reading program, offered at Early Childhood, Elementary and Intermediate levels. Extended Day Programs are offered on four campuses. Students from Crockett High School participate yearly in the Academic Decathlon and students from Junior High are involved in the Academic Pentathlon. The district offers comprehensive special education programs on all levels and a variety of vocational programs for secondary students.

Crockett High School received a "Recognized" accountability rating in 2000 and 2002. All schools are fully accredited by the Texas Education Agency. Ninety-eight percent of Crockett Elementary School third graders passed the Reading section of TAKS during the 2002-03 school year.

## Mission Statement

The mission of the Crockett Independent School District is to provide all students the lifelong skills necessary to interact productively and successfully in a democratic society. Inherent in this purpose is the belief that all students can learn if provided an environment of high expectations for academic achievement supported by exemplary student behavior.

## District Facts and Figures

2003-04 Budget .....	\$11,957,080
Revenue sources	
Local .....	\$4,263,180
State .....	\$6,657,500
Federal .....	\$620,000
Other .....	\$4,164,000
Taxable value .....	\$235,516,890

Tax rate .....	\$1.66 per 100
M&O .....	\$1.48 per 100
I&S .....	\$.18 per 100

## Student enrollment

Early childhood center .....	225
Elementary school .....	420
Intermediate school .....	229
Jr. High school .....	266
Senior high school .....	461

## Student ethnicity

White .....	28.3 percent
African American .....	58.6 percent
Hispanic .....	12.5 percent
Other .....	0.5 percent

## Staff

Administrators .....	14
Business manager .....	1
Counselors .....	5
Teachers .....	128
Auxiliary .....	77

## Board of Trustees

Christopher Haeckler .....	President
Claude Watson .....	Vice-President
Helen Dubcak .....	Secretary
Harold Brown .....	Member
Joe Garms .....	Member
David Gay .....	Member
James Gentry .....	Member

## Qualifications and Characteristics

The superintendent, as chief executive officer, is accountable to the Board of Trustees, which expects the superintendent to be the education leader of Crockett ISD. The superintendent works closely with the Board of Trustees to develop and implement policies and programs designed to carry out the vision of the district.

In concert with the staff, parents, students, and community, the Board of Trustees has identified certain qualifications and characteristics as highly desirable in a superintendent:

- Is an effective communicator with superior interpersonal skills who can make and defend difficult decisions that are best for students
- Demonstrates a successful record of fiscal planning, management, and projecting future needs
- Is an education leader with a comprehensive view of education, has proven successful in increasing achievement levels of all students, and has a firm commitment to the full development of all children
- Is able to work in partnership with a Board of Trustees; provide timely and accurate information about the district; present sound recommendations for action; and build a climate of candor, mutual trust, and cooperation
- Is a visionary leader with the ability to build broad consensus in support of district goals, and to plan strategically to ensure the development of education programs and the use of the district's facilities, resources, and personnel effectively
- Has a broad spectrum of successful experience including teacher and administrator in a district similar to Crockett ISD.
- Is a motivational leader who is attentive to staff and faculty morale, and has proven ability in building an effective management team engaged in collaborative planning, problem solving, and decision making
- Is an effective delegator who empowers staff members to carry out their responsibilities independently while remaining knowledgeable and accountable for the district's overall progress in carrying out its mission
- Is skilled in being involved with community groups and organizations; and is able to effectively present the goals of the district to gain support
- Possesses and exemplifies high moral standards and personal ethics with a background of complete integrity
- Wants to live in and be a active member of a community like Crockett
- Has significant successful central office experience preferably Superintendent experience
- Certified as a superintendent by the state of Texas
- Significant experience in school construction preferred

- Has interest and experience voc/tech programs to meet student needs
- Is willing to make a commitment to the district in terms of time in order to take the district to the next level in improved student performance
- Is knowledgeable of Texas school law

### 2004 Important Dates

Application deadline ..... October 8  
 Board reviews applications ..... October 18  
 Initial interviews ..... October 19–21  
 Board prepares for  
   follow-up interviews ..... October 25  
 Follow-up interviews ..... October 26–28  
 Board visits candidate's  
   home district ..... November 3–4  
 Board to name finalist ..... November 8  
 Board votes to  
   hire superintendent ..... November 29

### Application Information

The name of only one candidate will be made public. Applicants are to apply or express an interest through the online application process.

Enter [www.tasb.org/ess](http://www.tasb.org/ess) in the Internet browser for easy access.

Please address all communication and inquiries to [executive.search@tasb.org](mailto:executive.search@tasb.org)

Executive Search Services  
 Texas Association of School Boards  
 7703 N. Lamar Blvd.  
 Austin, Texas 78752-1027

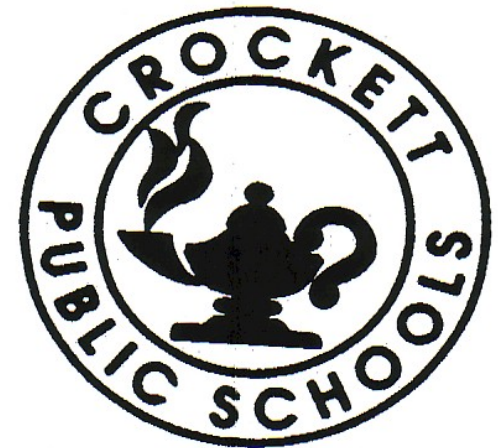
**Equal Opportunity Policy:** *Crockett ISD does not discriminate on the basis of race, religion, sex, age, national origin, marital or veteran status, or handicap in admission or access to, or treatment or employment in, its programs and activities in compliance with applicable federal and state laws.*



# CROCKETT

Independent School District

"Committed to Excellence"



**Announcement of Opening:  
 Superintendent of Schools**