

## THE COMMUNITY AND DISTRICT

Connally was formed as a school district during the 1950-51 school year. The district is made up of Lacy Lakeview, Elm Mott, Chalk Bluff, and Lincoln City, and the Texas State Technical College (TSTC) campus. The major community of Lacy Lakeview has a population of 5,500 and received its name as a result of flooding after major rains. City improvements have resolved flooding problems over the past 25 years.

Connally ISD was named after Colonel James T. Connally, who was shot down over Japan in 1945 during World War II. James Connally Air Force Base, now the TSTC campus, was named after Colonel Connally in 1951. The air force base was deactivated in June 1966. The Connally Cadet mascot was selected to honor the thousands of cadet pilots and navigators trained at the Air Force Base.

Connally ISD has been the focal point of the community since its beginning. The school district employees work together as a family to provide quality education for every child. The district is conveniently located six miles north of Waco, covers an area of 33.6 square miles and is the second largest 3A district in Region XII.

The communities in the district offer a wide variety of home choices for prospective buyers. A new addition of 300 homes is currently being built north of the campus. Connally has grown from a small class B school in 1951 to a very large class AAA school in 2004.

Connally ISD has been rated *recognized* by Texas Education Agency four of the past five years. The district has an experienced teaching staff; a strong central office administrative team; an elite cadre of principals second to none; and a strong, dedicated, forward-thinking board of trustees.

Connally ISD excels in UIL academic competition and won the UIL academic sweepstakes 10 out of the last 13 years. Connally High School boys' sport teams won the district championship this year in

football, basketball, track, and baseball. High school students excel in AP, ACT, and SAT exams. Technology is a major factor in preparing students for an information age workplace.

Connally recently spent \$13.2 million to build a new junior high school and primary center. The district has entered into a lease-purchase agreement to upgrade lighting, heating, air conditioning, and plumbing fixtures throughout the entire district.

## DISTRICT FACTS AND FIGURES

Current year budget ..... \$23,218,885

### Revenue sources

Local ..... \$4,800,000  
State ..... \$11,759,099  
Federal ..... \$3,684,290

### Tax rate

M&O ..... \$1.48 per 100  
I&S ..... \$1.443 per 100

### Student enrollment

Pre-kindergarten ..... 137  
Elementary K-6 ..... 1,411  
Junior high school ..... 354  
Senior high school ..... 688  
Lakeview academy ..... 33

### Student ethnicity

African American ..... 23 percent  
Anglo ..... 55 percent  
Hispanic ..... 21 percent  
Other ..... 1 percent

### Staff

Auxiliary ..... 223  
Administrators ..... 16  
Business Manager ..... 1  
Counselors ..... 5  
Teachers ..... 180

## 2004 IMPORTANT DATES

Application deadline ..... October 15  
Consultant reviews applications  
with Board ..... October 25  
Initial interviews ..... October 28–30  
Consultant and Board prepare for  
follow-up interviews ..... November 1  
Follow-up interviews ..... November 4–6  
Board visits home  
district of candidate ..... November 9–10  
Board votes to name finalist ..... November 11  
Board votes to  
hire superintendent ..... December 2  
Superintendent reports to  
district on or before ..... January 1

## BOARD OF TRUSTEES

Shane Loftin ..... President  
Russell Lindsay ..... Vice-President  
Pascal Quellette ..... Secretary  
James Anderson ..... Member  
Bill Beheler ..... Member  
J. T. Copeland ..... Member  
Greg Davis ..... Member

## MISSION STATEMENT

The mission of Connally ISD is to ensure the highest quality instruction for all students using methods which will show positive results and consistent gains in academic performance to the maximum of each student's abilities. By involving the total school community, the District will equip students with the life skills of effective communications, problem-solving, technological literacy, job responsibility, and teamwork necessary for productive citizenship and leadership in our global society.

## 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 Connally ISD. The superintendent works closely with the Board of Trustees to develop and implement policies and programs designed to carry out the mission of the district.

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

- Is an effective communicator who initiates efforts to interact with all segments of the community by building a climate of respect, mutual trust, and cooperation.
- Is able to show evidence of effective community involvement in the schools.
- Possesses and exemplifies high moral standards and personal ethics with a background of complete integrity.
- Is a creative visionary leader who can effectively communicate that vision to the staff and community.
- Has the desire and ability to work with the local Texas State Technical College and McLennan College to enhance learning opportunities for all students.
- Is a motivational leader who is attentive to staff and faculty morale and has proven success in building an effective management team.
- Maintains an open door-policy and is accessible to students, staff, and community.
- Understands the diversity in a community and models a sense of fairness in programming for all students.
- 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 the Board of Trustees to provide timely and accurate information and present sound recommendations for action.

- Is a good listener who makes and defends difficult decisions that are fair and in the best interest of all children.
- Is a child-centered educator with a comprehensive view of education and has proven successful in increasing the achievement levels of all students.
- Understands the importance of a secure and safe environment for staff and students.
- Demonstrates a successful record of fiscal planning, management, and the development of alternate funding sources.

## 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 other communication and inquiries to [executive.search@tasb.org](mailto:executive.search@tasb.org)

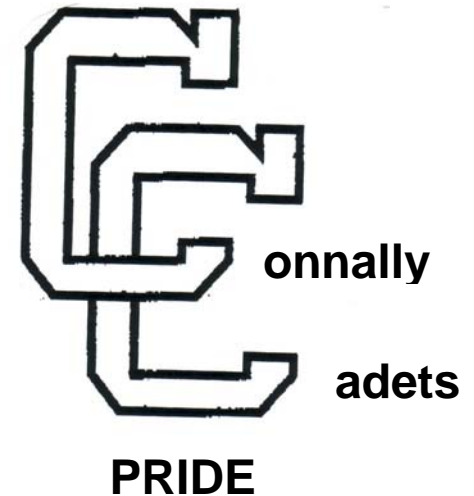
Executive Search Services  
Texas Association of School Boards  
7703 N. Lamar Blvd.  
Austin, TX 78752-1027

***Equal Opportunity Policy:*** *Connally 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.*



Texas Association of School Boards

# CONNALLY INDEPENDENT SCHOOL DISTRICT



**Announcement of Opening:  
Superintendent of Schools**