

## The Community

Giddings was established as a town on April 15, 1871, and was named for J.D. Giddings, pioneer Brenham citizen and stockholder in the Houston and Texas Central Railroad.

Giddings, the county seat of Lee County, is located in south central Texas between the metropolitan areas of Houston and Austin. U.S. Highway 77, connecting the Dallas area to the Gulf Coast area, and U.S. Highway 290, the main connection between Houston and Austin, intersect at Giddings. Giddings ISD is 389 square miles.

Giddings provides all the benefits of a small community with the convenience of easy access to all the major population centers in the state. The good country values and commitment to the community are characteristic of the people in this area. The combination of these characteristics and the central location on the major transportation routes between Houston, Austin, Dallas/Fort Worth, and Brownsville produce the perfect blend of good business opportunity and quality family living.

## The District

Giddings ISD is a 3A school with a student population from Pre-kindergarten–12<sup>th</sup> grade of 1,811, with an increase of 20 kids from last year. The district provides support programs including Special Education, Gifted and Talented Education, Career and Technology Education, Advanced Placement, and Concurrent Credit. Support is provided for Special Education, Gifted and Talented Education, Career and Technology Education, Advanced Placement, and Concurrent Credit. The district has successful athletic and band programs and also hosts a UIL Literary Meet. The community is very supportive of the district and has excellent parent participation.

## Board of Trustees

Victor Wachsmann ..... President  
Darrell Sanders..... Vice-president  
Maxine Siegmund ..... Secretary-Treasurer  
Stan DeGerolami ..... Member  
Stephen Janda ..... Member  
Don Johnson ..... Member  
Gregory Strickland ..... Member

## District Facts and Figures

Current Year budget .....\$12,597,718

### Revenue sources

Local .....\$6,436,100  
State .....\$4,778,471  
Federal .....\$660,627  
Other .....\$722,520

Taxable value .....\$353,000,000

Tax rate ..... \$1.69 per 100  
M&O ..... \$1.50 per 100  
I&S ..... \$0.19 per 100

### Student enrollment

Elementary school .....618  
Intermediate school .....368  
Middle school .....238  
High school .....573  
Knox learning center .....14

### Student ethnicity

Anglo .....44.6 percent  
Black .....14.4 percent  
Hispanic .....40.5 percent  
Other .....0.5 percent

### Staff

Administrators .....2  
Business manager Counselors .....5  
Teachers .....150  
Auxiliary .....120

## 2004 Important Dates

Application deadline ..... March 19  
Board reviews applications ..... March 29  
Initial interviews ..... April 1–3  
Board prepares for  
follow-up interviews..... April 5  
Follow-up interviews ..... April 12–14  
Board visits finalist's  
home district ..... April 19–20  
Board to announce finalist ..... April 22  
Board votes to hire  
superintendent ..... May 13  
Superintendent reports  
to district on or before ..... June 1

## Mission Statement

Giddings ISD, through a model of shared decision making involving staff, parents, and community members, will provide an opportunity for all students to develop academic skills, future career readiness, social and civic responsibility, and to become contributing members of our 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 Giddings ISD. The superintendent works closely with the Board of Trustees to develop and implement policies and programs designed to carry out the district's mission.

In concert with the staff, students, parents, and community, the Board of Trustees has identified certain characteristics and qualifications 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

# GIDDINGS INDEPENDENT SCHOOL DISTRICT

- 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 effective use of the district's facilities, resources, and personnel
- Has a broad spectrum of successful experience including teacher and administrator in a district like Giddings 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 an active member of a community like Giddings and is willing to make a long-term commitment to the district and community

- Is a visible leader in classroom settings and at school activities
- Possesses and demonstrates strong spiritual values
- Relates well to people of all backgrounds and socio-economic levels
- Is family-oriented
- Possesses a good work ethic
- Possesses a sense of humor
- Is committed to professional growth for staff and for self
- Holds students to a high standard of behavior, expects staff to do likewise and supports them in this area

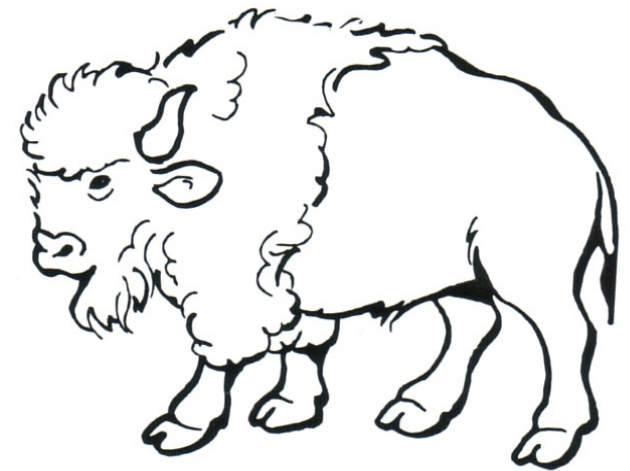
## Application Information

Only the name of 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:*** *Giddings 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.*



**Announcement of Opening:  
Superintendent of Schools**



Texas Association of School Boards