

## THE COMMUNITY AND DISTRICT

The city of Gonzales, “The Birthplace of Texas Independence,” is located south of Austin and east of San Antonio, about 12 miles south of Interstate 10 on State Highway 183. It is within an hour’s drive to Austin and San Antonio and two hours from Houston. It is the county seat for Gonzales County, with beautiful green rolling hills and access to the Guadalupe and San Marcos rivers. Gonzales features many beautiful plantation homes and Victorian mansions and hosts several festivals each year, including the annual “Come and Take It” celebration. The area is known for its poultry production and also has many growing businesses, including the Kitchen Pride Mushroom Farm. Local news is always up to date through the local radio station, KCTI, and the twice-weekly newspaper, the *Gonzales Enquirer*.

Gonzales ISD’s boundaries include the majority of Gonzales County and extend north of Interstate 10 to include a small area in Caldwell County. The district is in the Region 13 service area.

Gonzales ISD offers its students an extensive list of courses and programs, including Advanced Placement and Dual Enrollment opportunities. Gonzales High School was named a Texas Recognized Campus, and several campuses have received Gold Performance Awards for increases in student performance. Students are consistently successful in both academic and athletic competitions, participating in UIL District 26 AAA. Parents and community are supportive of student activities, and events are generally very well attended.

The district has six campuses, including a primary with pre-kindergarten through grade 1, an elementary with grades 2 through 4, an intermediate with grades 5 and 6, a middle school with grades 7 and 8, a high school with grades 9 through 12, and an alternative high school. Nontraditional high school students demonstrate success graduating through the

PASS program at the Alternative Center for Education, which also houses the SAFE disciplinary program. Transportation is provided for all students daily using 20 of the 28 buses in the district fleet.

## BOARD OF TRUSTEES

Debbie A Tieken .....	President
Gloria A. Torres .....	Vice-President
Ace V. Fairchild .....	Member
Louis Kuntschik .....	Member
Glenn Menking .....	Member
Tena Roaches .....	Member
Josie M. Smith-Wright .....	Member

## DISTRICT FACTS AND FIGURES

Current Year Budget..... \$20,062,176

### Revenue Sources

Local .....	\$5,415,339
State .....	\$11,296,355
Federal .....	\$2,521,985
Other.....	\$124,514

Taxable Value.....\$335,711,380

### Tax Rate

M & O .....	1.3429 per 100
I & S.....	0.0671 per 100

### Student Enrollment

Elementary .....	1,424
Middle School .....	425
High School .....	778

### Student Ethnicity

Anglo.....	38.2 percent
African-American .....	12.5 percent
Hispanic.....	49.3 percent

### Staff

Administrators.....	23
Business Manager.....	1
Counselors .....	6
Teachers.....	186
Auxiliary.....	194

## MISSION STATEMENT

The mission of Gonzales ISD is to ensure student success by encouraging and supporting all efforts made toward site-based decision making through empowering the staff and community to develop ownership, establishing partnerships with parents and businesses, and inspiring students to become productive citizens.

## 2004 IMPORTANT DATES

Application deadline.....	April 12
Board reviews applications .....	April 15
Initial interviews.....	April 19–21
Consultant and board prepare for follow-up interviews.....	April 23
Follow-up interviews .....	April 26–28
Board visits home district of candidate .....	April 29–30
Board votes to name finalist .....	May 3
Board votes to hire superintendent.....	May 24
Superintendent reports to district.....	June 1

## 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 Gonzales 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:

- Understands the value of diversity and demonstrates success in working with a population and culture similar to Gonzales ISD
- Is able to work in a partnership with the Board of Trustees; provide timely and accurate information about the district; present sound recommendations for action; and build a

climate of cooperation, mutual respect, and trust

- Possesses the ability to maximize available resources, demonstrate financial management skills, and project future needs
- Is an intelligent, progressive leader and communicator with superior interpersonal skills who can defend difficult decisions that are best for students and the school district
- Is a motivational and inspirational leader who has proven ability in building an effective management team engaged in collaborative planning, problem solving, and decision making
- Has a balanced concern for, and interest in, all aspects of school district programming, including career education, college preparation, and extracurricular programs
- Is visible, open, approachable, and visionary and exemplifies high moral standards, spiritual values, and complete integrity
- Possesses a leadership style that is sensitive to staff morale, attuned to the unique role of the teacher, and supportive of all school district employees
- Is student oriented, has a firm commitment to the full development of all children, and shows clear evidence of raising achievement levels
- Is an effective delegator who empowers staff members to discharge their responsibilities independently while remaining knowledgeable and accountable for the district's overall progress in accomplishing its mission
- Realizes the need for pursuing grant funding to supplement existing financial resources
- Commits to living in and being an active participant and leader in the community
- Is able to meet the following requirements:
  - Eligible for superintendent certification prior to assuming duties
  - Has been a classroom teacher
  - Has had campus-level, and/or central office administrative experience, or superintendent's experience

- Considers technology as a significant resource and will support its utilization in improving learning, staff development, and administration

## 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.

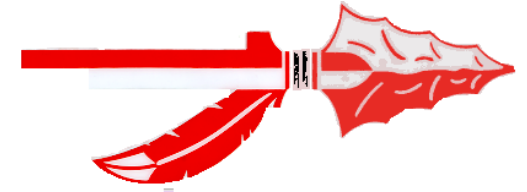
Please address all communication and inquiries to [executive.search@tasb.org](mailto:executive.search@tasb.org)

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

***Equal Opportunity Policy:*** Gonzales 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



# ***GONZALES***

## ***Independent School District***

**Announcement of Opening:  
Superintendent of Schools**