



ANNOUNCEMENT OF VACANCY



The Claude Independent School District Board of Trustees will be conducting a search to find the next educational leader for the district. With assistance provided by Executive Search Service (ESS), interested individuals should access the ESS website (www.tasb.org/ess) to learn more about the position, including desired characteristics and timelines. In concert with the staff, students, and the community, the Board of Trustees has identified certain characteristics and qualifications as highly desirable in a CEO in Claude:

- Is an effective communicator with superior interpersonal skills who can make and defend difficult decisions that are best for students
- Creative fiscal manager who can generate alternative sources of funding and effectively prioritize the allocation of scarce resources
- Believes in an open-door policy and is accessible to staff, students and community
- 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
- 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
- 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 Claude

**Board: President, Terry Baggett; Vice-President, Troy Skarke; Secretary, Jami Conrad;
Members: John Ballard, Shannon Cornell, Jack Fields and Charlie Strawn**



Texas Association of School Boards

Contact: TASB Executive Search Services
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Online application: www.tasb.org/ess
E-mail: executive.search@tasb.org