

# THE COMMUNITY AND DISTRICT

Goldthwaite Independent School District (ISD) is located 90 miles west of Waco, 120 miles east of San Angelo, 105 miles northwest of Austin, and 111 miles southeast of Abilene. The district covers 278 square miles and serves 652 students on four campuses.

With an annual budget for 2004-05 of \$6,309,014, the district is one of the major businesses in the community and the county. Goldthwaite employees more than 140 individuals with payroll-related categories in the current budget totaling just less than \$4.4 million.

Goldthwaite ISD's four campuses are the elementary school, middle school, high school, and the New Horizons campus. The elementary school serve 281 students from prekindergarten through grade 5. It is staffed by 21 teachers, six aides, a counselor, a registered nurse, and a principal. The middle school serves 134 students in grades six through eight. It is staffed by 12 teachers, four aides, a librarian, and a principal. At the high school campus, 175 students in grades nine through 12 are served by a staff of 20 teachers, three aides, a counselor and a principal. With 179 students in grades nine through 12, Goldthwaite High School competes in Class A. The New Horizons campus, a residential treatment center located eight miles west of Goldthwaite, serves 67 students and is staffed by nine teachers, an aide, and a principal.

The district has several programs to help students with special needs and abilities. As a member of the Central Texas Shared

Services Special Education Cooperative, Goldthwaite ISD provides a tremendous program to serve the varying needs of many students. The district serves other special needs through cooperative programs with the Region 12 Education Service Center (ESC) in Waco and programs targeted for specific supplemental help through Title 1, Migrant, and Gifted and Talented. Goldthwaite ISD is one of four satellite centers for the Region 12 ESC.

One of the major strengths of the district is the strong commitment and support provided by Goldthwaite residents. There are modern, updated facilities at all four campuses resulting from total renovations, additions, and new construction since 1985. The academic facilities are among the finest in Central Texas. Each campus has two networked computer labs, and the high school has a distance- learning lab that is a part of the INFO-NET that links eight schools and the Central Texas Telephone Cooperative, a local business.

Although technically categorized as a small, property-poor district with a low tax rate, the citizens of the district have maintained a dedicated pride in providing the best educational and extracurricular programs financially possible for the students. The district has a record of being sound financially. As a result of a 1997 bond issue, Goldthwaite ISD has a current debt of less than 2 percent of the total assessed valuation. This bonded indebtedness will be retired in 2005.

Students have been consistently competitive in statewide academic testing programs at all grade levels involved. Since the beginning of the Texas

Successful Schools System, the elementary and high schools have each earned monetary awards from the Texas Education Agency. The elementary has earned a *recognized* rating each year and the high school has earned an *exemplary* rating. The district also has earned *recognized* ratings. Year after year, Goldthwaite High School graduates attend college and continue to earn academic honors.

Participation in extracurricular activities is important for Goldthwaite students and serves to complement the academic areas. Very few secondary students are not involved in at least one extracurricular activity. As a result, most students have the opportunity to experience a team effort during their education. Teams and individuals have continued to advance and do extremely well in all activities such as UIL academic competition; UIL–One Act Play; UIL Marching Band, Concert and Sight Reading, Solo and Ensemble; FHA; FFA; tennis; golf; track; cross country; basketball; football; and softball. Baseball will be added in 2007.

## MISSION STATEMENT

The District is responsible for preparing all students of the District to live and work in a world of rapid change and technological advancement.

All students will be provided the opportunity to develop essential academic skills, to acquire a knowledge of citizenship and economic responsibility, and to gain an appreciation of America's multicultural heritage. Students will also be provided the opportunity to develop the ability to

communicate effectively and to think logically, independently, and creatively.

Seeking consistent gains in academic performance, the District will provide quality instruction for all students.

In striving to provide and meet this mission, the district's motto is "Children First."

## BOARD OF TRUSTEES

Charles Miles ..... President  
Mike Connally ..... Vice-President  
Richard Menchaca ..... Secretary  
Rich Brown ..... Member  
John Clifton ..... Member  
Joy Duncan ..... Member  
Ginger Spies ..... Member

## DISTRICT FACTS AND FIGURES

Assessed value ..... \$284,393,911  
Tax rate ..... \$1.37  
M&O ..... \$1.25  
I&S ..... \$0.12

Ethnic breakdown  
Elementary  
Anglo ..... 61 percent  
Hispanic ..... 38 percent  
African-American ..... 1 percent  
Middle School  
Anglo ..... 57 percent  
Hispanic ..... 43 percent  
High School  
Anglo ..... 65 percent  
Hispanic ..... 35 percent

## New Horizons

Anglo .....	36 percent
Hispanic .....	26 percent
African-American.....	38 percent

## 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 Goldthwaite 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, and the community, the Board of Trustees has identified certain characteristics and qualifications as highly desirable in a superintendent:

- Demonstrates a successful record of fiscal planning, management, and projecting future needs
- Is an effective communicator with superior interpersonal skills and is up to the challenge of making and defending difficult decisions that are best for students
- Is student orientated and clearly understands how the learning-teaching process best functions—shows clear evidence of raising achievement levels
- Is a motivational, visionary leader with the ability to build broad consensus in support of district goals and plan strategically to ensure the development of education programs and the effective use of the district's facilities, resources, and personnel

- Understands the importance and reality of the classroom teaching environment and is committed to supporting classroom teachers in every way possible
- Is prepared to make a long-term commitment to Goldthwaite ISD
- Believes in an open-door policy and is accessible to community and staff
- Is attentive to morale and recognizes the importance of staff members at all levels
- Can effectively delegate and empower staff members to carry out their responsibilities while remaining knowledgeable and accountable for the district's overall progress in carrying out its mission
- Is skilled in consensus building
- Is able to work in partnership with a Board of Trustees; provide and present timely and accurate information about the district and sound recommendations for action; build a climate of candor, mutual trust, and cooperation
- Has a broad spectrum of successful experience as both a teacher and administrator in a district like Goldthwaite ISD
- Possesses and exemplifies high moral standards and personal ethics with a background of complete integrity

## REASON FOR VACANCY

Current superintendent Jim Bowie is retiring after serving seven years. Goldthwaite ISD boasts having just three superintendents in the last 35 years.

## 2004 IMPORTANT DATES

Application deadline ..... October 15  
Board reviews applications ..... October 23  
Initial interviews ..... October 25-27  
Follow-up interviews ..... November 1-3  
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 3, 2005

## 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:*** *Goldthwaite 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.*

# GOLDTHWAITE INDEPENDENT SCHOOL DISTRICT



**Announcement  
of Opening:  
Superintendent  
of Schools**



Texas Association of School Boards