

The Community

Hooks is located in the northeast corner of Bowie County in the Ark-La-Tex (a socio-economic region where Arkansas, Louisiana, and Texas intersect) and has a population of 2,700 citizens. Hooks offers a wholesome country atmosphere with several local lakes and areas that offer an ideal setting for recreational activities including fishing and hunting. Hooks offers a number of churches for members of different denominations.

The District

Hooks Independent School District (ISD) serves 1,090 students on three campuses. All campuses have recently undergone additions and renovations to the facilities, ranking them among the most modern in North East Texas.

The staff and administration of Hooks ISD place their “Students First,” the district motto. Our goal is to provide a quality education for our students so they will be prepared for the challenges of the future.

Each campus offers a challenging curriculum that meets or exceeds the requirements of the Texas Education Agency. Our elementary school, pre-kindergarten through grade 4, has an active Gifted/Talented (G/T) program. Our junior high, grades 5 through 8, also has an active G/T program along with boys and girls athletic programs, UIL academic competitions, and a band program. Our high school offers students the opportunity to earn

either a Distinguished, Recommended, or Minimum diploma. Also offered are vocational studies, G/T programs, athletics, band, and UIL academic opportunities. In addition, students have the opportunity to earn college credits through concurrent enrollment.

Mission Statement

The mission of Hooks ISD is to graduate responsible citizens prepared for success and personal fulfillment in their chosen field or vocation by delivering appropriate and individualized educational experiences that integrate the religious, agriculture, commercial, military, and athletic influences of the Ark-La-Tex.

Board of Trustees

Jim Whisenhunt	President
David Horn	Vice-President
Arthur Harpold	Secretary
Pam Merriman	Member
Mike Smith	Member
Brandon Woods	Member
Ronnie Satterfield	Member

Facts and Figures

Operating budget	\$8,627,806
Revenue sources	
Local	\$2,150,320
State	\$5,520,367
Federal	\$957,119
Taxable value	\$107,499,793
Tax rate total	\$1.545 per 100
M&O	\$1.38 per 100
I&S	\$.165 per 100

Student Ethnicity

African American	21.74 percent
Hispanic	3.39 percent
White	73.40 percent
Other	1.47 percent

Staff

Administrators	4
Business Manger	1
Teachers	82
Counselors	4
Auxiliary	53

2005 Important Dates

Application deadline	April 22
Board reviews applications	May 2
Initial interviews	May 5–7
Prepare for follow-up interviews	May 9
Follow-up interviews	May 12–14
Board visits home district	May 18–19
Board votes to name finalist	May 23
Board votes to hire CEO	June 13

Qualifications and Characteristics

The superintendent, as chief executive officer (CEO), is accountable to the Board of Trustees, which expects the CEO to be the education leader of Hooks ISD. The CEO 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, parents, students and community, the Board of Trustees has identi-

fied certain characteristics and qualifications as highly desirable in a CEO:

- ♦ Communicates effectively with all socio-economic groups, willingly shares information, and works to build consensus
- ♦ Possesses classroom, administrative, and leadership experience in an organization of similar or larger size
- ♦ Is an optimist with a positive attitude and a sense of humor
- ♦ Understands rural small-town culture and is willing to become part of that community
- ♦ Knows the state testing and financial accountability requirements
- ♦ Is visible and involved in activities throughout the district and community
- ♦ Is a “people” person who is fair, approachable, and open
- ♦ Is able to work in partnership with the 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 seasoned decision maker who considers all facts and is willing to support the decision
- ♦ Is a person of integrity with high moral standards and personal ethics

“Students First”

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 in the Internet browser for easy access.

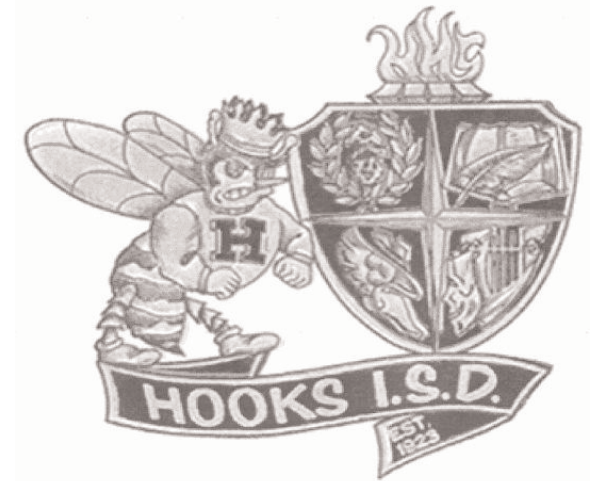
Please address all communication and inquiries to executive.search@tasb.org

District Web site: <http://hooks.esc8.net>

Executive Search Services
7702 N Lamar Blvd
Austin, Texas 78752-1027

Equal Opportunity Policy: Hooks 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.

Hooks Independent School District



*Announcement of Opening:
Superintendent/Chief
Executive Officer of Schools*



Texas Association of School Boards