



Klein

Independent School District

Announcement of Opening:

Superintendent of Schools



The Community

The Klein area offers all the amenities of a metropolitan area yet reflects a small-town feeling where citizens still honor the German heritage of early settlers. Klein families support a variety of neighborhood swim, tennis, and both youth and adult athletic programs. Often you will see subdivisions celebrating American traditions and holding Fourth of July parades.

The amenities of a major city are close by, with downtown Houston only 40 minutes away. Houston offers world-class performances in the city's theater district, four major professional sports teams, and the world-renowned Texas Medical Center.

Houston also is an academic center. Five major universities are accompanied by a multitude of other smaller colleges in the greater-Houston area. The University Center, located nearby in The Woodlands, is a state-of-the-art site where six colleges and universities offer a variety of degree opportunities for area students.

Area businesses and major corporations in the greater-Houston area display community support through gifts of money and volunteer service to the schools of Klein ISD.



Klein ISD unites families living in 122 subdivisions into a cohesive team that is truly a community of learners within a community of supporters.

The District

Families move to Klein ISD because of its excellent reputation for academic and extracurricular programs. Klein students score well above the state and national averages on the SAT and ACT. Based on the 2002 administration of the Test of Essential Knowledge and Skills, the district is a Texas Education Agency (TEA) "recognized" district with 19 exemplary, seven recognized, and three acceptable campuses. Two new schools were opened after the 2002 administration of the test. Klein ISD data from the Texas accountability system is found on the district's Web page at www.kleinisd.net.

The district's rich heritage began in 1928 when five common school districts consolidated to create a rural high school district that, in 1938, was

renamed the Klein Independent School District, reflecting the name of the community. Most residents were engaged in farming, ranching, and dairy farming until 1966 when developers began to build subdivisions within the district. At that time, the population of the district exploded, and today it continues to grow at an estimated annual rate of 2.5 percent. Commuting to work in the diverse economy of Harris County became commonplace, and agrarian life almost vanished.



Experienced demographers, in a recent study of the district, project that student enrollment will reach 47,000 in 10 years. Today the district is composed of four large high schools, seven intermediate schools, and 20 elementary schools. These campuses contain 5,548,582 square feet of building space and sit on 808 acres. Two additional elementary schools will open in fall 2004.

The Klein ISD student population of 35,470 students is diverse—54.2 percent Anglo, 23.8 percent Hispanic, 13.6 percent African-American, 7.9 percent Asian, 0.4 percent Native American. Four campuses are Title I schools, and 22.9 percent of the district's students are classified as economically disadvantaged. The limited-English population is 9.9 percent.

Tools of technology enhance instruction and increase staff productivity in Klein ISD. TEA often uses Klein ISD as a model of excellence because the district expects all teachers to be technology specialists who use technology as a tool to increase learning across the curriculum.

Two district foundations support the district. The Klein, Texas Historical Foundation preserves the heritage of the area and provides living history experiences for students and the community. The Klein Education Foundation supports instruction through grants for innovative teaching strategies that lead to excellence.

District Focus

Vision

Excellence—The Klein Quest

Guiding Principles

Learning and Leading with Vision and Accountability

Mission

Klein provides engaging learning experiences and resources in a safe and nurturing environment. Our students will demonstrate academic achievement, productive citizenship, career development, a healthy lifestyle, and lifelong learning.

Goals

Student Achievement: All students will master the Texas Essential Knowledge and Skills for their grade level or as defined in their individual education plans.

Character: All students and staff will exhibit behavior reflecting civic principles and responsibilities.

Academic Excellence Indicator System (AEIS) Rating: The district will achieve an “exemplary” rating in the Texas accountability system.

Objectives

Safety: We will provide a safe and secure environment for all students and staff.

Instruction: We will provide instructional and extracurricular programs appropriate for the needs of all the students we serve.

Staff: We will recruit, train, and retain quality staff.

Finance: We will use cost-to-benefit analysis in our pursuit of district stated objectives.

Communication: We will use a variety of tools and techniques to connect students, parents, staff, and community.

Technology: We will provide facilities to meet the changing needs of our community.

Evaluation: We will make data-driven decisions in support of district goals and objectives. The superintendent, as chief executive officer, is accountable to the Board of Trustees, which expects the superintendent to be the education leader of Klein 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.

District Finances

Through excellent stewardship of taxpayers’ dollars, Klein ISD provides \$5,882 per pupil for instruction. The finance department of Klein ISD regularly wins third-party recognition for its financial reporting and has recently been awarded a Superior Achievement rating under the guidelines of the state’s new Schools FIRST (Financial Accountability Rating System of Texas) initiated by the Legislature. Klein’s solid financial planning also is reflected in excellent bond ratings by Moody’s Investors (Aa3) and Poor’s (A+). Although Klein ISD is at the maintenance and operations tax cap of

\$1.50, strong investments and wise financial planning have helped build a general fund balance of approximately \$36 million.

District Facts and Figures

2003–04 Total Operating Expenditure Budgets	\$261,305,143
Current Tax Rate	\$1.72
Maintenance and Operations	\$1.50
Debt Service	\$0.22
Total Taxable Value	\$7,828,221,993

2003–04 Total Estimated Revenues

Local	\$144,131,604
State	\$105,409,164
Federal	\$12,568,417
	\$262,109,185

General fund balance \$35,611,361

General Maintenance and Technology Funds Expenditures

Payroll costs	\$183,107,120
Purchased and contracted services.....	\$13,075,122
Supplies and materials	\$7,588,403
Other operating expenses	\$3,292,811
Capital outlay/Lease purchase agreement	\$1,586,511
	\$208,649,967

Special revenue funds..... \$23,811,178

Debt service \$28,843,998

Enrollment 35,470

Elementary school 15,640

Intermediate school 8,607

High school 11,223

Total district staff **4,467**

Administrators 115

Business Manager 1

Counselors 78

Teachers..... 2,185

Auxiliary 2,088

Reason for Vacancy

Dr. Jim Surratt will retire no later than November 2004. He has served as the Klein ISD superintendent since July 2000 and is completing a career of 40 years in public education.



Important Dates in 2004

Application deadline	February 20
Board and consultant review applications	March 1
Initial interviews	March 4–6
Board and consultant prepare for follow-up interviews	March 8
Follow-up interviews	March 11–13
Board visits candidate's home district	March 16–17
Board votes to name finalist	March 22
Board votes to hire superintendent	April 13

Board of Trustees

Mr. Glen T. Henning	President
Mr. Richard H. Page	Vice-President
Dr. Stephen W. Bland	Secretary
Mr. Douglas W. Lyons Jr.	Member
Mr. Rick Mann	Member
Dr. Nancy Radcliffe	Member
Mr. Steve Szymczak	Member

Qualifications and Characteristics

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 articulate communicator with superior interpersonal skills who can make and defend difficult decisions that are in the best interest of all students and the district
- Is a visionary leader with the ability to communicate that vision and build broad consensus in support of district goals
- Is able to plan strategically to ensure the development of exemplary educational programs and the optimum use of the district's facilities, resources, and personnel
- Demonstrates a successful record of fiscal planning, management of growth, and projecting future needs in a growing district like Klein ISD
- Is an education leader with a comprehensive view of education 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 motivational leader who is attentive to staff 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
- Demonstrates a management style that is open and inclusive of staff and community
- Is prepared to meet and accept the challenges of a community with high expectations and expend whatever energy is needed to get the job done
- Will live in the district and demonstrate a willingness to learn about the district heritage.

Application Information

Once the board has made its selection, only the name of the finalist will be made public. Applicants are to apply or express their interest through TASB's online application process. Enter www.tasb.org/ess in the Internet browser for easy access.

Please address all other inquiries and communications to:

Executive Search Services
Texas Association of School Boards
7703 N. Lamar Blvd.
Austin, TX 78752-1027
Phone: 512-467-0222, extension 6243
Fax: 512-467-3658
E-mail: executive.search@tasb.org

Additional information about Klein ISD may be found at www.kleinisd.net.

Klein ISD is an equal opportunity employer and does not discriminate on the basis of age, race, religion, color, national origin, sex, or disability in employment matters, in its admission policies, or by excluding from participation in, denying access to, or denying the benefits of district services, academic and/or career and technology programs, or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended; and Title II of the Americans with Disabilities Act.



Texas Association of School Boards

