

THE COMMUNITY

Knippa is located approximately 75 miles west of San Antonio, bounded by the hill country to the north and the winter garden area to the south. The estimated population is 1,000.

Knippa is a vigorous agricultural region, providing diverse, bountiful crops and produce. Several rock quarries employ a large number of workers in the unincorporated community.

U.S. Highway 90 and the BNSF railroad are the major arteries through the area and have been an integral part of the community. Former graduates have become prominent leaders in military, medical, civil service, religion, education, political, and corporate fields and support "the little school that can make a difference."

THE DISTRICT

Founded in 1898, Knippa Independent School District (ISD) is located in the central portion of Uvalde County in southwest Texas.

Recently Knippa became a "bedroom city" for nearby Uvalde and attracts parents of school-age children. The 2005–06 school year shows a record number of 280 students in the one-school district, grades pre-kindergarten through 12.

Knippa ISD has consistently scored high on state testing and been awarded exemplary or recognized status since state testing began. An active extracurricular schedule with a full slate of sports and UIL literary activities is ongoing. Both secondary and elementary level academic squads are consistent winners or runners-up and field a number of students at the regional and state meets.

Knippa ISD graduates have received a large number of TILF scholarships offered to qualifying state meet participants and medalists.

The guidance of a united school board and administrative staff has set down the roots of a fruitful operation. The legacy of high ideals and standards make the future of Knippa ISD optimistic.

MISSION STATEMENT

The Board of Trustees of Knippa ISD is committed to developing self-confident students who master or exceed basic skills and develop leadership abilities, patriotism, and good citizenship.

The objectives will be accomplished through the involvement of community, staff, administration, and the school board by developing a plan that recognizes all students' abilities and teaches to those abilities. Students' achievement will be measured by high mastery of achievement test, their positive attitudes toward school, and positive feedback from the community. This enables our students to achieve their own goals and expectations, to have self-esteem, and to become productive members of society.

DISTRICT FACTS AND FIGURES

Current year budget total.....	\$2,046,036
Revenue sources	
Local	\$582,687
State	\$1,297,864
Federal	\$165,485
Taxable value	\$38,577,591
Tax rate	
M&O	\$1.32 per 100
I&S	\$.06 per 100
Student enrollment	
Elementary school	177
Middle school.....	44
High school.....	59
Student ethnicity	
African American	0.5 percent
Hispanic.....	46 percent
White.....	53 percent
Other.....	0.5 percent

Staff

Administrators	2
Business Manager	1
Counselor.....	1
Teachers.....	21
Auxiliary	14

2005–06 IMPORTANT DATES

Application deadline	October 11
Review applications	October 20
Initial interviews.....	November 1–3
Prepare for follow-up interviews	November 7
Follow-up interviews	November 8–10
Visit home district of candidate	November 16–17
Vote to name finalist	November 21
Vote to hire superintendent/CEO	December 12
Superintendent/CEO reports to district	January 13, 2006

BOARD OF TRUSTEES

John Reagan.....	President
Ted Sanderlin.....	Vice-President
Merlynn Verstuyft.....	Secretary
Alan Klaus.....	Member
Lee Schawe	Member
Sterling Shimp.....	Member
Chuck Gill.....	Member

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 Knippa ISD. The CEO works closely with the Board of Trustees to develop and implement policies and programs designed to carry out the mission of the district.

In concert with the community, staff, and parents, the Board of Trustees has identified the following

characteristics and qualifications as highly desirable in a CEO:

- Comfortable in the culture of a small, rural farming community and district
- Hard worker who willingly pitches in and does whatever is needed to get things accomplished in a timely manner
- Assertive, decisive problem solver who can make and support tough decisions
- Creative fiscal manager who can generate alternative sources of funding and effectively prioritize the allocation of scarce resources
- Experienced district administrator and classroom teacher who puts student learning and welfare first
- Confident leader with a proven record of building successful teams and working collaboratively with different groups
- “People” person with a sense of humor and easy manner who motivates staff and students to excel by his or her presence, support, and positive example
- Mature educator with the wisdom to learn and honor the traditions of the community and district and integrate that history into the decision-making process
- Accessible to all patrons and actively involved in activities throughout the district and community
- Able to work in partnership with a Board of Trustees and build a climate of candor, mutual trust, and cooperation
- Person of integrity with high moral standards and personal ethics

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.

Executive Search Services
7703 N Lamar Blvd
Austin, TX 78752-1027

District Web Site: www.knipppa.k12.tx.us

Equal Opportunity Policy: *Knippa 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.*

KNIPPA

INDEPENDENT SCHOOL DISTRICT



Announcement of Opening: Superintendent/CEO of Schools



Texas Association of School Boards