

The Community and District

The Big Sandy Independent School District (ISD) is located within the pine forests of Polk County approximately 21 miles southeast of Livingston, TX. The district encompasses the Alabama-Coushatta Indian Reservation, the Big Sandy Unit of the Big Thicket National Preserve, and the communities of Big Thicket Lake Estates, Camp Rudy, Camp Seal, Dallardsville, Midway, and Segno. The residents of Big Sandy ISD enjoy the recreational opportunities offered by Lake Livingston Reservoir located 35 miles west and Sam Rayburn Reservoir 50 miles to the northeast. Likewise, the Big Thicket National Preserve offers residents opportunities for hiking, biking, birding, and hunting.

Founded in 1939, through consolidation of several small community schools, Big Sandy ISD currently serves 486 students in grades pre-kindergarten–12 grade and employs 68 staff members. The students are served by a physical plant which has seen extensive renovation and new facility construction during the past ten years.

Currently the district is accredited as academically *recognized*. A distinction which it has maintained for four of the past five years. In addition to its elevated accreditation rating, Big Sandy ISD has also received national and state recognition for its innovative reading program.

Mission Statement

The mission of Big Sandy ISD, as the center of public education, is to provide quality learning opportunities that meet the individual needs of each student enrolled in our district.

Board of Trustees

Sally Hendrix President
Bo Treadway Vice-President
Jennie Battise Secretary
John Davis Member
Glen Goodwin Member
Herbert Johnson Member
Tommy Williford Member

District Facts and Figures

Current year budget\$3,757,500

Revenue sources

Local\$3,586,900
State\$65,500
Federal\$100,000
Other\$5,100

Taxable value\$318,961,357

Tax rate\$1.29 per 100
M&O \$1.2101 per 100
I&S \$.0799 per 100

Student enrollment

Elementary school234
Middle school117
Senior high school135

Staff

Administrators3
Counselors1
Teachers36
Auxiliary28

Student ethnicity

African American7 percent
Hispanic2 percent
White71.8 percent
Other25.3 percent

2005 Important Dates

Application deadlineMarch 25
Board reviews applicationsApril 4
Initial InterviewsApril 7–9
Follow-up interviewsApril 14–16
Board visits home districtApril 20–21
Board votes to name finalistApril 22
Board votes to
hire superintendent May 13
Superintendent reports to
district on or before July 1

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 Big Sandy ISD. The superintendent 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 staff, parents, students and community, the Board of Trustees has identified certain characteristics and qualifications as highly desirable in a superintendent.

- Is an effective communicator with superior interpersonal skills who can make and defend difficult decisions that are best for students
- Demonstrates a successful record of fiscal planning, management, and projecting future needs
- Is an education leader with a comprehensive view of education, has proven successful in increasing achievement levels of all students, 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 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
- Has a broad spectrum of successful experience including teacher and administrator in a district like Big Sandy ISD.
- 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
- Is skilled in being involved with community groups and organizations; and is able to effectively present the goals of the district to gain support
- Possesses and exemplifies high moral standards and personal ethics with a background of complete integrity
- Wants to live in and be an active member of a community like Big Sandy
- Is a proven strong disciplinarian
- Relates well to students and communicates a love for them
- Is fully certified as a superintendent by the state of Texas
- Is willing and inclined to be visible on campuses and involved directly with students
- Is willing to make a long-term commitment to the district and the community
- Is compassionate

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.

Visit www.tasb.org/ess for easy access.

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

Executive Search Services
Texas Association of School Boards
7703 N. Lamar Blvd.
Austin, Texas 78752-1027

Equal Opportunity Policy: *Big Sandy 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.*



Texas Association of School Boards

BIG SANDY

Independent School District



Announcement of Opening: Superintendent of Schools