

THE COMMUNITY

Crosbyton is located 35 miles east of Lubbock on US 82 and Texas 114 Highway. It is the county seat of Crosby County and has a population of 1,800. Crosby County has a population of 6,000.

The economy is strongly based in agriculture. Major crops include cotton, grain sorghum, wheat, sunflowers, corn, and peanuts. Several cattle ranch operations also are evident within the area.

With White River Lake just 20 miles southeast of Crosbyton, fishing and boating activities are popular with many local residents.

Major employers within the community are Covenant Health Care, Crosbyton Clinic and Hospital, Associated Cotton Growers, Crosbyton Seed Company, and local government entities, including the school district.

THE DISTRICT

Crosbyton Consolidated Independent School District (CISD) students occupy four different campuses: primary (pre-kindergarten through grade 2), elementary (grades 3–5), middle (grades 6–8), and high (grades 9–12).

The school district has been aggressive in updating the facilities. A new gym foyer has just been completed, along with a new dressing room, weight room, training room, and coaches' office for our girls' athletic program. The new track at Chieftain Stadium has become popular with students and community members

alike for training and exercise programs. The new restroom and concession area has added convenience and comfort for our sports fans.

The high school building, built in 1925, has new hallway carpet and textured walls. The remodeled restroom facilities and new elevator make the building totally handicapped accessible for the public. The middle school building also received a makeover with new textured walls.

Four years ago, the district entered into an energy efficiency contract with Johnson Controls to improve heating, cooling, and lighting of the buildings. This project also includes new energy-efficient windows for the middle and elementary schools, agriculture science, and FCCLA buildings. A subterranean watering system is used for the elementary and high school lawns and the practice football field.

One of the advantages of attending a smaller school is the opportunity for all students to participate in extracurricular activities. Activities include a strong academic UIL program, state champion math and science teams, three national qualifiers in Business Vocational Programs (BPA), Division I Marching Band, Division I Concert & Sight-reading Band, and a state qualifier in One Act Play (OAP) for six of the past seven years. The athletic teams have become very competitive in cross-country, football (state playoffs), basketball (state playoffs), track and field (district and area champions and a state champion pole vaulter), and baseball (state playoffs for five of the past six years). Students receive individual attention, reinforcing a

philosophy of the district that all students are to be involved.

The district has a strong tradition in academic achievement. Our school has shown gains in the state's AEIS rating system for the past four years. The district has spent more than \$500,000 in the past five years on technology to become technologically based in curriculum needs. Crosbyton High School earned an *exemplary* rating the past three years, and the district has a *recognized* rating.

Crosbyton CISD received a Reading First grant this past year, which has allowed us to employ a reading coach and interventionist for our kindergarten–grade 3 students. We are using the Voyager Reading Program for this endeavor and are already seeing marked improvements in our reading scores.

We have an exceptional after-school program beginning its sixth year of existence. Summer activities are provided for our students. We serve more than 45 children each day with after-school activities in our downtown building. The summer program includes academics, athletics, and enrichment activities for any school-age child. The goal of parents, school staff, community, and school board members is to provide children the best educational opportunities possible.

MISSION STATEMENT

The mission of the Crosbyton CISD with the cooperative efforts of the Board of Trustees, administration, staff, parents, and community is for all students to become productive, pro-active citizens

equipped with the skills, positive self-image, and self-motivation to improve on an individual, community, and national basis as lifelong learners. We strive to provide a positive educational experience through a professional progression of instructional objectives with regard for individual and cultural differences.

DISTRICT FACTS AND FIGURES

Current year budget\$4,390,468

Revenue sources

Local \$960,602
State\$2,961,100
Federal\$468,766

Taxable value\$63,201,337

Tax rate - Total\$1.50 per 100
M&O\$1.50 per 100
I&S\$0

Student enrollment

Elementary school 202
Middle school 95
Senior high school 125

Student ethnicity

African American 1 percent
Hispanic 69 percent
White 30 percent
Approximately 70 percent of all students are classified as economically disadvantaged.

Staff

Administrators 5
Counselors 2
Teachers 45
Auxiliary 17

BOARD OF TRUSTEES

Clifford Trull.....President
Kay Alley Vice-President
Jeff Hannel Secretary
Mike LoweMember
Mary ParkhillMember
Shane WallaceMember
Jesse SalinasMember

2005 IMPORTANT DATES

Application deadlineMarch 25
Board reviews applicationsMarch 31
Initial interviewsApril 11–13
Board prepares for
 follow-up interviewsApril 14
Follow-up interviewsApril 18–20
Board visits candidate's
 home districtApril 25–26
Board votes to name finalist.....April 28
Board votes
 to hire superintendent May 19
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 Crosbyton CISD. The superintendent works closely with the Board of Trustees to develop and implement policies and programs designed to carry out the vision of the district.

In concert with the staff, parents, students, and community, the Board of Trustees has identified certain qualifications and

characteristics as highly desirable in a superintendent:

- Is a motivational leader who is attentive to positive staff morale and recognizes the importance of all school employees.
- Exemplifies high moral standards and personal ethics and has a sense of humor.
- Demonstrates a successful record of fiscal planning, budget management, and resource acquisition such as grant writing and state funding.
- 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 effective use of the district's facilities, resources, and personnel
- Is friendly and honest and has an open-door policy for staff, students, and community.
- Is an effective communicator who initiates efforts to interact with all segments of the community by building a climate of respect, candor, mutual trust, and cooperation.
- Has the ability to make and defend difficult decisions that promote the best interest of the students.
- Exhibits a firm commitment to the educational development of all children in a culturally diverse district.
- Possesses a successful management style that empowers staff members to carry out

responsibilities, yet remain responsible and accountable.

- Will be visible on campuses and actively participate in community activities.
- Has the organizational skills to provide the board with timely information and present sound recommendations for action.
- Is a child-centered educator who supports a commitment to educational excellence.

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 the following URL in the Internet Explorer browser for easy access:

www.tasb.org/ess

Please address all communication and inquiries to executive.search@tasb.org
Executive Search Services
Texas Association of School Boards
7703 N Lamar Blvd
Austin, TX 78752-1027

Equal Opportunity Policy: Crosbyton CISD 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

CROSBYTON

Consolidated Independent School District



**Announcement of Opening:
Superintendent of Schools**