

The Community

D'Hanis ISD is a small rural 1A school district located about fifty miles west of San Antonio on Highway 90. The school district is the major employer in the area. The D-Hanis Brick and Tile Company has been namesake of D'Hanis for many years and is still producing quality products today. Most of the students live in the surrounding rural area and are bussed to schools.

The District

D'Hanis ISD has an enrollment of 308 students in K-12. The elementary campus consists of students in grades K-5 and the secondary campus consists of students in 6-12. Each campus has its own principal. D'Hanis ISD is a very strong academically rating *exemplary* in 2000 through 2003 and *recognized* in 2004, the first year of TAKS.

University Interscholastic League (UIL) academics is stressed in all grade levels as the students of D-Hanis have been UIL academic district champs for the past four years. The athletic program is outstanding producing district championships in many sports over the past several years. D'Hanis ISD has the continuous support of the parents and community who expect academic excellence and a tradition of success in all areas.

Mission Statement

D'Hanis Independent School District, through a model of shared decision making involving students, parents, teachers, and community members will provide an opportunity for all students to develop

academic skills, future career readiness, social and civic responsibility, and to become contributing members of society.

2005 Important Dates

Application deadline March 18
Board reviews applications March 28
Initial Interviews March 31–April 1&2
Follow-up interviews April 7–9
Board visits home district April 12
Board votes to name finalist..... April 14
Board votes to
hire superintendent May 5
Superintendent reports to
district on or before July 1

Board of Trustees

John Rothe.....President
Mark GarrisonVice-President
Joe Finger.....Secretary
Joey KochMember
Ronnie KochMember
Joan LangfeldMember
Eric RotheMember

District Facts and Figures

Current year budget \$2,807,561
Revenue sources
Local \$866,979
State \$1,579,597
Federal 0
Other \$360,985

Taxable value \$55,896,218
Tax rate \$1.493
M&O \$1.42
I&S \$.073

Student enrollment
Elementary school132
Middle school.....78
Senior high school98

Staff
Administrators3
Counselors1
Teachers..... 31
Auxiliary18

Student ethnicity
Hispanic52 percent
White48 percent

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 D'Hanis 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 between themselves and with the staff and community
- 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 D'Hanis 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 a active member of a community like D'Hanis
- Has significant academic preparation for the position of Superintendent, preferably fully certified by the state of Texas

- Believes in the open door policy and is accessible to community and staff
- Will be visible on campuses and actively participate in community activities
- Conduct and dress is always professional
- Willing and able to model doing the significant and not so significant tasks that make a small district successful

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: *D'Hanis 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

D'HANIS

Independent School District



**Announcement of Opening:
Superintendent of Schools**