

THE COMMUNITY

Idalou is located in the heart of the South Plains. It is both an agricultural and commuters' community located approximately 12 miles northeast of Lubbock and 10 miles from Lubbock International Airport. With a population of 2,348, Idalou is situated to provide a quiet small-town environment with all the amenities and services Lubbock has to offer. The chief agricultural commodity is cotton, but the area supports a variety of agricultural endeavors. In addition, Idalou has six churches and a health clinic. The business community is diversified. Due to the close proximity to three major universities, Texas Tech University, Lubbock Christian University, Wayland Baptist University, and South Plains Junior College, a high percentage of the community and work force has college experience or a college degree. Idalou Independent School District's (ISD) success is highlighted by the exceptional and unique educational, medical, agricultural, technological, cultural, and human resources provided by its community.

THE DISTRICT

Idalou ISD is composed of three TEA-accredited schools—an elementary, a middle, and a high school—located on one campus. Idalou ISD is classified and competes in 2A UIL academic and extracurricular competitions. It has achieved the state accountability ranking of a *recognized* district. Idalou ISD is proud of its educational system and has teachers and facilities that are among the best in Texas. The district strives to offer a balanced curriculum as is evidenced by its reputation for strength in its academic, fine arts, vocational, technological, athletic, and student organization programs.

MISSION STATEMENT

Go C.A.T.S. - Create an Academic Total
Success by making all learning meaningful.

BOARD OF TRUSTEES

Jacky Pharr	President
Buckles Bryant	Vice-President
Sherry Hill	Secretary
Karla Boyd	Member
Diana Bravo	Member
Terry Kirk	Member
Russ Perkins	Member

DISTRICT FACTS AND FIGURES

Current year budget	\$6,113,000
Revenue sources	
Local	\$2,014,954
State	\$3,717,560
Federal	\$380,486
Taxable value	\$126,810,610
Tax rate	\$1.50 per 100
M&O	\$1.40544 per 100
I&S	\$0.09456 per 100
Student enrollment	
Elementary school	326
(grades pre-kindergarten—4)	
Middle school (grades 5—8)	268
Senior high school (grades 9—12)	237
Student ethnicity	
African American	1.4 percent
Hispanic	47.8 percent
White	50.3 percent
Other	0.5 percent
Staff	
Administrators	5
Business Manager	1
Counselors	3
Teachers	72
Auxiliary	31

2004–05 IMPORTANT DATES

Application deadline	February 10
Board reviews applications	February 21
Initial interviews	February 24–26
Board prepares for	
follow-up interviews	February 28
Follow-up interviews	March 3–5
Board visits home	
district of candidate	March 9–10
Board votes to	
name finalist	March 11
Board votes to	
hire superintendent	April 4
Superintendent reports to	
district on or before	June 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 Idalou 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.

In concert with the staff, students, and the 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 the Board; 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 effective use of the district's facilities, resources, and personnel
- Has a broad spectrum of successful experience as both teacher and administrator in a district like Idalou 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 district's goals to gain support
- Possesses and exemplifies high moral standards and personal ethics with a background of complete integrity
- Has a desire to live in and be an active member of a community like Idalou
- Is visible and involved in school district campus visits and school-sponsored activities
- Believes in an open-door policy and is accessible to community and staff
- Is well versed in school finance and creative in funding resources

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

Equal Opportunity Policy: *Idalou 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*

IDALOU
Independent
School
District



**Announcement of Opening:
Superintendent of Schools**



Texas Association of School Boards