

## **THE COMMUNITY**

Kenedy is located south of Karnes City in southwestern Karnes County on U.S. Highway 181 and State Highway 72. The community was established in 1886 on the San Antonio and Aransas Pass Railway.

Kenedy experienced considerable growth as a trade and business center during the railroad era. Since incorporation, the population of Kenedy increased steadily to 3,763 in 1990.

Although passenger train service was discontinued in the 1950s, Kenedy remained an economic center for the surrounding area, which derives its livelihood principally from farming, ranching, oil, gas, and uranium. Kenedy calls itself the "flax capital of Texas".

## **THE DISTRICT**

Kenedy Independent School District (ISD) is comprised of four campuses with approximately 800 students and classified as a Double A school district. The size of the district is large enough to provide a well-rounded curriculum and small enough for its 265 staff members to personally know each student. Despite the fact that approximately 68 percent of its students are economically disadvantaged, there are optimistic hopes for the future. In 2002, a \$2.95 million bond issue was approved for renovation and new construction.

## **MISSION STATEMENT**

The Board believes that the school exists primarily to guide and support the development of each child as a self-sustaining, contributing participant in his or her total environment. These beliefs are embodied in the following statements of philosophy that recognize the total school program as a part of the foundation of each child's future.

The Board believes that a student's social and emotional growth is important and that the District must provide a capable staff to assist the students in developing a positive self-image.

The Board believes that students learn in a variety of ways, at different rates, at different ages, and that their interests vary widely. The District must provide a student-centered approach to learning.

The Board believes that parents and schools share a responsibility for student development and that the District must provide opportunities for parental involvement through open communication between parent and school.

The Board believes that the school is an integral part of the community and not a separate entity, and that the District must provide opportunities to promote school and community interaction.

The Board believes that school organization should be positive, flexible, and relevant with the students at the focal point of its concern.

The Board believes that the curriculum should be student centered with each child's mental physical and social needs considered, and that the District must provide a flexible, individualized, relevant curriculum.

## **BOARD OF TRUSTEES**

Carl Lundquist ..... President  
Dwain Groff..... Vice-President  
Richard McLeon .....Secretary  
Velma Garza ..... Member  
Edward Monson ..... Member  
Kim Olson ..... Member  
Lyonel Valerio ..... Member

## **DISTRICT FACTS AND FIGURES**

Current year budget .....	\$9,035,713
Revenue sources	
Local .....	\$6,067,424
State .....	\$80,495
Federal .....	\$2,199,205
Other .....	\$196,053
Taxable value .....	\$94,878,036
Tax rate - Total .....	\$1.58 per 100
M&O .....	\$1.50 per 100
I&S .....	\$.08 per 100
Student enrollment	
Elementary school.....	353
Middle school .....	169
Senior high school .....	232
Other (K.C.A) .....	12
Student ethnicity	
African American .....	2.2 percent
Hispanic .....	76.3 percent
White .....	20.4 percent
Other .....	.10 percent
Staff	
Administrators .....	5
Business manager .....	1
Counselors .....	3
Teachers .....	71
Auxiliary .....	80

## **2004-05 IMPORTANT DATES**

Application deadline .....	November 19
Board reviews applications .....	November 30
Initial interviews .....	December 2-4
Board prepares for follow-up interviews .....	December 7
Follow-up interviews .....	December 8-11
Board visits candidate's home district .....	December 14-15
Board votes to name finalist .....	December 16
Board votes to hire superintendent .....	January 7, 2005
Superintendent reports to district on or before .....	April 1, 2005

## 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 Kenedy ISD. 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 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 student orientated and clearly understands how the learning-teaching process best functions—shows clear evidence of raising achievement levels
- Demonstrates a successful record of fiscal planning, management, and projecting future needs
- Is an effective communicator with superior interpersonal skills who is up to the challenge of making and defending difficult decisions that are best for students
- Is a motivational, visionary leader with the ability to build broad consensus in support of district goals and plan strategically to ensure the development of education programs and the effective use of the district's facilities, resources, and personnel
- Understands the importance and reality of the classroom teaching environment and is committed to supporting classroom teachers in every way possible

- Is prepared to make a long-term commitment to Kenedy ISD
- Believes in an open-door policy and is accessible to community and staff
- Is attentive to morale and recognizes the importance of staff members at all levels
- Is able to show evidence of effective community involvement in their schools
- Can effectively delegate and empower staff members to carry out their responsibilities while remaining knowledgeable and accountable for the district's overall progress in carrying out its mission
- Is skilled in consensus building
- Has a broad spectrum of successful experience as both a teacher and administrator in a district like Kenedy ISD
- Possesses and exemplifies high moral standards and personal ethics with a background of complete integrity

## APPLICATION INFORMATION

Only the name of 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](http://www.tasb.org/ess)

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

***Equal Opportunity Policy:*** *Kenedy 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

# KENEDY

## Independent School District



Lions



Lady Leopards

**Announcement of Opening:  
Superintendent of Schools**