

## THE COMMUNITY

A hot artesian spring was struck by accident in 1893, and the town of Marlin became known for its curative waters. This was the era of an emerging health awareness and what better excuse was there for making a trip, than "taking the cure" in Marlin. Even today you can drink from a fountain or bathe your feet in hot mineral water, right next to the Chamber of Commerce Office.

In Marlin, our desire is to enjoy the simplest pleasures, country living, quality schools, low crime, quality services, and community spirit.

Only 60 minutes from Texas A&M University and 30 minutes from Baylor University, Marlin is a progressive city with old-fashioned hospitality. You can enjoy the towering oaks, stately historic homes, ranches, creeks, and the Brazos River. A visionary business community, low taxes, and ample labor force provide the opportunity for growth.

The Marlin community is the perfect place for residents who take relaxing as seriously as they take their work.

## THE DISTRICT

Marlin ISD was founded in 1882. The district serves as the fiscal agent for Falls Education Coop, Falls County Permanent School Fund Lands, and is the career and technology center for area schools.

Marlin ISD students are highly competitive in all aspects of UIL competition.

## MISSION STATEMENT

The mission of the Marlin Independent School District as a harmonious, culturally diverse educational organization, which values knowledge as key to success, shall be to create a dynamic learning environment which produces lifelong learners that are productive citizens who ethically and intellectually contribute to the betterment of society.

## DISTRICT FACTS AND FIGURES

Current year budget total .... \$15,112,650

### Revenue sources

|              |             |
|--------------|-------------|
| Local .....  | \$4,841,036 |
| State.....   | \$7,671,635 |
| Federal..... | \$2,599,979 |

Taxable value.....\$174,503,560

### Tax rate

|           |                  |
|-----------|------------------|
| M&O.....  | \$1.4076 per 100 |
| I&S ..... | \$0.0708 per 100 |

### Student enrollment

|                         |     |
|-------------------------|-----|
| Elementary school ..... | 572 |
| Middle school .....     | 300 |
| High school .....       | 379 |
| Other (TLC).....        | 31  |

### Student ethnicity

|                       |            |
|-----------------------|------------|
| African American..... | 60 percent |
| Hispanic .....        | 24 percent |
| White.....            | 15 percent |
| Other .....           | 1 percent  |

### Staff

|                      |     |
|----------------------|-----|
| Administrators ..... | 12  |
| Counselors.....      | 3   |
| Teachers .....       | 102 |
| Auxiliary .....      | 105 |

## 2005–06 IMPORTANT DATES

Application deadline ..... October 18  
Review applications..... October 25  
Initial interviews ..... November 6–8  
Prepare for follow-up  
interviews..... November 10  
Follow-up interviews .. November 13–15  
Visit home district  
of candidate ..... November 28–29  
Vote to name finalist ..... November 29  
Vote to hire CEO..... December 20  
CEO reports to district. January 6, 2006

## BOARD OF TRUSTEES

Lowanda Washington..... President  
Roger Nutt ..... Vice-President  
Terry Douglas ..... Secretary  
Gary Gray ..... Member  
David Lawson ..... Member  
Danny Vickers..... Member  
Sonja Washington..... Member

## 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 Marlin ISD. The CEO 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 community, staff, and parents, the Board of Trustees has identified the following characteristics and qualifications as highly desirable in a CEO:

- Comfortable working and living in a multiracial, multicultural district and community
- Successful planner with a long-range perspective who can unify the staff and direct them toward a common vision of the future
- Assertive, rational problem solver who relies on data and facts to make decisions and follows through on those decisions
- Experienced fiscal manager who can set priorities and manage resources
- Successful experience as a teacher, principal, and district-level administrator who can bring a new perspective to Marlin ISD
- Confident, proven leader who builds successful teams, sets high standards of performance, and gives those teams the latitude to excel without excessive oversight
- Highly effective communicator with a sense of humor and easy manner who can inspire community members, staff, and students by his or her presence, support, and positive example
- Open and accessible to all patrons and actively involved in and supportive of activities throughout the district and community
- Person of integrity with high moral standards

## 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](http://www.tasb.org/ess) in the Internet browser for easy access.

Please address all communication and inquiries to [executive.search@tasb.org](mailto:executive.search@tasb.org).

Executive Search Services  
7703 N. Lamar Blvd  
Austin, TX 78752-1027

District Web Site: [www.marlinisd.org/](http://www.marlinisd.org/)

***Equal Opportunity Policy:*** Marlin 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

# MARLIN INDEPENDENT SCHOOL DISTRICT



**Announcement  
of Opening:  
Superintendent/CEO  
of Schools**