

The Community

Sweetwater, the county seat of Nolan County, is strategically located on the rolling plains of West Texas at the intersection of State Highway 70 and Interstate Highway (IH) 20. IH 20 parallels the route of US Highway 80 through the country connecting Abilene and the cities of Fort Worth and Dallas to the east and Midland and Odessa to the west.

With a population of approximately 12,000 citizens, Sweetwater is the largest town and principal commercial center in the county. Manufacturing plants located in and around the city produce gypsum products, cement, livestock feeds, down-filled garments, and radiation detection instruments.

Sweetwater is host to a variety of livestock exhibitions each year and more than 250 other special events. The largest annual event is the world's largest rattlesnake roundup held each year during the second week in March. The Sweetwater Rattlesnake Roundup, sponsored by the local Jaycees, attracts approximately 20,000 visitors annually. Since the inaugural roundup in 1958, there have been more than 100 tons of western diamondback rattlesnakes turned in.

The city is also home to Texas State Technical College-West Texas which enrolls approximately 700 students each quarter. Some of the high-tech programs currently available are advanced electronics, computer maintenance, computer-assisted drafting, and robotics. Avenger Field, adjacent to the college, is a 930-acre airport owned and operated by the city of Sweetwater. The airport's two 5,800-foot runways are equipped with high-intensity light, VASI, and NDB landing assist system.

The community of Sweetwater is very proud of Rolling Plains Memorial Hospital, which is operated by the Nolan County Hospital District. The acute care, general hospital provided is a full range of ancillary services, and is in the process of building a new emergency room facility.

The area provides an abundance of opportunities for the outdoors person. Water sports abound at Lake Sweetwater, Oak creek, and Trammel lakes, and golfers enjoy 18-hole golf courses at both Lake Sweetwater and Sweetwater Country Club.

The District

The Sweetwater Independent School District (ISD) is the hub of community activities. The district serves approximately 2,200 students in grades pre-kindergarten through 12th grade. A 1994 bond has provided needed improvements to the district facilities. There are eight campuses operated in the district including a high school, a middle school, an intermediate school, and three primary schools. Sweetwater ISD also is fiscal agent for a seven-member school Alternative Learning Center and a nine-member school Special Education Shared Services Arrangement.

In Sweetwater, excellence is not only a goal, it's a standard. Three primary campuses and the intermediate school are exemplary. The other campuses are acceptable.

Students have opportunities to participate in academic competitions such as UIL, Math Counts, and Academic Decathlon. The fine arts program enjoys outstanding successes, especially in band and choral music. In athletics, teams consistently achieve above the district level in football, basketball, baseball, track, softball, and tennis.

Sweetwater ISD has very active Parent Teacher Organizations. Parents, businesses, and community organizations are all involved in the education process and are always welcomed and encouraged in Sweetwater schools.

Reason for Vacancy

Mr. Steve Maikell is retiring after five years as superintendent of the district.

District Facts and Figures

2003-04 Budget	\$20,125,620
2003 Taxable Assessed Value	\$387,600,000
Bonded Indebtedness	\$636,435
2003 Tax Rate	\$1.5843
Student enrollment	2,220
Student ethnicity	
Anglo	54 percent
Hispanic	37 percent
African-American	9 percent
Staff	393

Board of Trustees

Robert Ludlum	President
Bryan Studdard	Vice-President
Wes Bishop	Secretary
Gil Cherry	Member
Gail Lawrence	Member
Ginny Mayes	Member
Orlando Vargas	Member

2004 Important Dates

Application deadline	January 9
Board reviews applications	January 19
Initial interviews	January 22-24
Board prepares for follow-up interviews	January 27
Follow-up interviews	January 29-31
Board visits candidate's home district	February 3-4
Board votes to name finalist	February 5
Board votes to hire superintendent	February 27
Superintendent reports to district on or before	April 1

The Mission Statement

The Sweetwater Independent School District believes in democracy, individual freedom, and in equality of educational opportunity. It is the responsibility of the school district to provide an atmosphere in which all students can learn and develop positive attitudes toward learning and toward themselves.

The school district exists to provide opportunities for all students to reach their maximum intellectual potential. The district provides unique opportunities for students to learn to communicate effectively, to grow socially, emotionally, physically, and aesthetically so that they can become well-rounded adults.

The Sweetwater Independent School District is committed to providing opportunities for students to be challenged and successful in preparation for the future. This district has the responsibility to lay the foundation for students to become contributing, responsible members of society.

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 Sweetwater 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 an effective communicator with superior interpersonal skills who can make and defend 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
- Demonstrates a successful record of fiscal planning, management, and projecting future needs
- Is student orientated and clearly understands how the learning/teaching process best functions—shows clear evidence of raising achievement levels
- 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 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
- Understands the importance and reality of the classroom teaching environment and be committed to supporting classroom teachers in every way possible
- Is skilled in consensus building
- Understands the value and importance of parent participation in the schools

- Has a broad spectrum of successful experience as both a teacher and administrator in a district like Sweetwater 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.

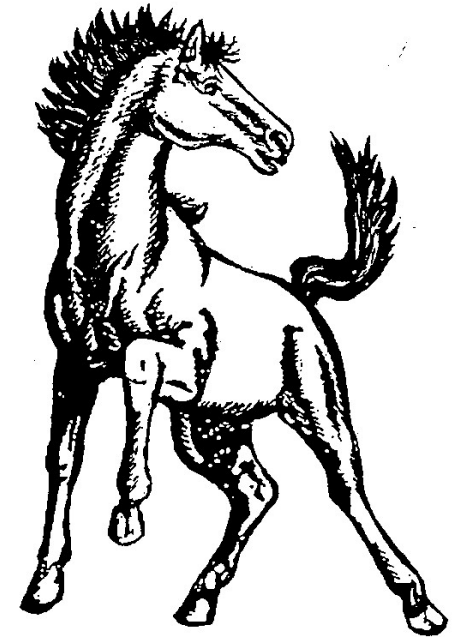
www.tasb.org/ess

Please address all communication and inquiries to executive.search@tasb.org

Executive Search Services
Texas Association of School Boards
7703 N Lamar
Austin, TX 78752-1027

Equal Opportunity Policy: *Sweetwater 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.*

SWEETWATER Independent School District



**Announcement of Opening:
Superintendent of Schools**



Texas Association of School Boards