

## **Announcement of Vacancy**

### **Superintendent of Schools**

#### **Kennard ISD**

#### **Home of the Tigers**

#### **Kennard, Texas**

### **Kennard ISD Mission Statement**

**The mission of the District is to educate by challenging all students to reach their highest potential. Students shall be provided the opportunity to develop the ability to think logically, independently, and creatively, and to communicate effectively.**

**We believe that technology will enhance the learning of all students and facilitate teacher management. All students in the district shall receive instructional technological experience appropriate to their abilities, interests, and developmental levels, in complete and final control over school matters within limits established by state and federal law and regulations.**

### **Welcome to Kennard**

Kennard is located in the Piney Woods of East Texas covering 386 square miles and consists of two campuses housed at one location on Hwy 7 about 16 miles east of Crockett. The community was established in 1899, after Central Coal and Coke Company of Kansas city, Missouri, purchased a large tract of virgin timberland and set up a small sawmill. The town grew rapidly in the early 1900s, and by 1914 it had eight general stores a bank, a hotel, a drugstore, a school, and an estimated population of 600. The firm shut down in the 1920s and eventually sold the land to the federal government.

After renovations and extensions, including a cafeteria, gym and athletic facilities, Kennard ISD holds classes for approximately 350 students, and 75 staff members. The student teacher ratio in grades PK-6 grade is 11-1 and in grades 7-12, it is 8-1. The students at Kennard ISD have been recognized for their achievements in sports and academics.

The Kennard ISD Board of Trustees is accepting applications from individuals wishing to serve as the next Superintendent of Schools.

### **Application Process**

All qualified administrators are encouraged to apply for this position. The process is:

Applicants should submit a letter of intent, up-to-date resume, on-line application, list of all relevant certifications, copy of appropriate transcripts verifying highest degree held, and at least three letters of reference. Reference information should include address, job description, and a daytime phone number.

Application information packets, email or written, and inquiries should be addressed to:

Jim Vinson  
DRV Educational Solutions  
P.O. Box 543  
Madisonville, Texas 77864  
936-349-3668  
jvinson@esc6.net

## **Kennard ISD Superintendent Search Schedule**

### **Schedule of Events**

May 19	Post Position on all available websites and publications
May 25	Meeting to discuss new superintendent profile A. Staff and Community– 3:45 PM
June 29	Deadline for all applications
June 30-July 5	Review applications and begin checking final references (Board members will review all applications)
July 8	Board meeting to review and nominate candidates at 6:00 PM
July 12-13	Round One Interviews
July 17	Round Two Interviews
July 17	Lone Finalist(s) Announced—begin 21 day window
July 17-Aug 9	Continue to check references and Home visit
August 9	Board meeting to employ a superintendent at 6:00 PM
September 1	Date to assume office at Kennard

This schedule will be adjusted as needed.

# QUALIFICATIONS

## **Communication**

- A consistent and common sense person with the ability to be an open, effective communicator with the staff, community, and board of trustees.
- The candidate has the ability to create an atmosphere of trust and mutual respect with all stakeholders.
- Supportive, approachable, and listens to staff and community concerns, and is highly visible in the community and district.

## **Leadership**

- A decisive, organized, and efficient hands-on leader with the ability to make informed decisions for the best interest of all programs, students, and staff.
- Able to build strong community relations through the understanding of the dynamics of the community and district.
- A person of integrity and trustworthiness with high moral standards who has a caring and loving concern for the children of the district.

## **Instruction**

- A strong leader in the areas of curriculum, assessment and staff development.
- A proven track record of creating and maintaining a system of accountability that supports and holds high expectations for students, administrators, teachers, and other district employees.
- An advocate and supporter of all programs in the school community.
- Someone who utilizes the staff in the development of the instructional program.

## **Finances**

- Knowledge of public school finance, effective financial management, and planning with all district stakeholders to insure the long-term success of the district.
- Understands small school financial issues and is willing to take an active role in the budget process, while utilizing staff input for all programs.

## **EDUCATION AND EXPERIENCE**

**Hold a valid Texas Superintendent Certificate or be eligible for certification in Texas**

**Superintendent experience and/or successful experience as a principal or central office administrator**

## **CONDITIONS OF EMPLOYMENTS**

<b>Salary:</b>	<b>\$75,000-\$85,000</b>
<b>Residency:</b>	<b>Home Provided</b>
<b>Travel:</b>	<b>\$300 per month</b>
<b>Contract:</b>	<b>Three Years</b>
<b>Moving Expenses:</b>	<b>Reasonable and documented up to \$3,000</b>
<b>Phone:</b>	<b>\$100 per month</b>
<b>Dues and Fees:</b>	<b>Reasonable</b>
<b>Insurance:</b>	<b>Same as other employees</b>