



WAXAHACHIE INDEPENDENT SCHOOL DISTRICT

Excellence in Education

Seeks a Superintendent of Schools

411 N Gibson Street, Waxahachie, TX 75165 * 972-923-4631 * www.wisd.org

Our City

Just a short drive from the Metroplex, Waxahachie has a population of over 35,000 and continues to be an attractive area for developers and individuals to locate.

Waxahachie is also an attractive tourist destination. The charm of the historic homes and buildings brings thousands of visitors to the city each year. Visitors enjoy numerous unique shopping opportunities, including antiques, specialty shops and boutiques. There are also a number of festivals and events throughout the year for everyone to enjoy.



Our District

Waxahachie ISD is a fast-growth 6A school district with nearly 9,000 students. The district, which employs more than 1,300 teachers and staff members, is home to one traditional high school, one early college high school, three junior high campuses, eight elementary schools, an early learning (pre-K) center, and an alternative education campus.

Waxahachie ISD's mission is "excellence in education," and the district consistently outperforms the state averages in STAAR testing and SAT/ACT scores. Students from Waxahachie's high schools are matriculating to top colleges and universities, including Yale, Columbia, New York University, Purdue, the University of Texas at Austin, Texas A&M University, and Parsons School of Design. In its state of the art Career and Technical Education center, WISD provides training in 15 of the 16 career clusters.

The district's fine arts programs are among the best in the state: Waxahachie ISD is home to this year's TMEA honor band, its marching band reached the state finals during its first year competing in 6A, and the theater department competes each year at the state level in One Act Play. In addition, WISD is a top athletic competitor, even in the "district of doom," which many say is the toughest 6A district in the state.

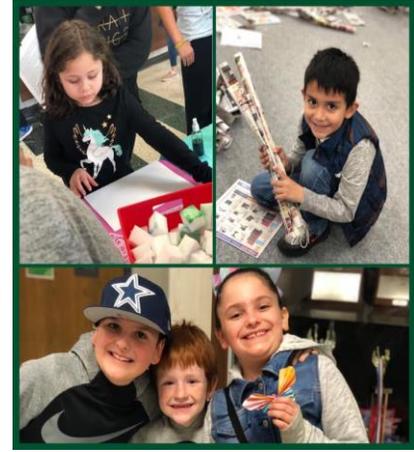
The Waxahachie community supports the district in many ways, from the thousands of volunteer hours given to the district each year, to financial support from local businesses and organizations, to the programs provided by the Education Foundation for Waxahachie ISD. Though Waxahachie is growing quickly, it still has a small-town feel, and its citizens remain invested in the success of the school district.

Deadline to Apply: March 31, 2019



Waxahachie Independent School District Seeks a Superintendent Who:

- Possesses excellent people skills, presents a positive image of the District and will listen to input and make a decision when necessary.
- Possesses the leadership skills required to respond to the opportunities and challenges presented by an ethnically and culturally diverse community.
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- Is a strong communicator; speaking, listening and writing.
- Has experience recruiting and maintaining exceptional staff for the District and schools.
- Has previous experience that will benefit the long-term financial health of the District.
- Is strongly committed to a “student first” philosophy in all decisions.
- Promotes positive student behavior conducive to a healthy learning environment.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Promotes a positive and professional environment for District employees and the Board.
- Can develop and communicate a vision of quality education for the future to the Board, staff and community.
- Is able to identify and select building and central office administrators who are capable of advancing the District vision.



Salary and Benefits

The salary will be in the range of \$215,000 plus include an excellent comprehensive benefits package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications, and meeting Board criteria.

Requirements

Candidates must have or be qualified to obtain the Texas Superintendent Certificate. Information about the Texas certification process can found at: <https://tea.Texas.gov> or by calling the Texas Education Agency at (512) 463-9734.

Apply online at:

www.rayassoc.com

Questions should be directed to:

Ray & Associates, Inc.

901 17th Street NE, Cedar Rapids, IA 52402

P.O. Box 10045, Cedar Rapids, IA 52410

Phone: 319-393-3115 Fax: 319-393-4931

glr@rayassoc.com

Please do not contact the Board or District directly.

Deadline and Selection

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the Waxahachie ISD Board of Trustees for its consideration. Selection of candidates for interviews is the sole responsibility of the Board. Persons wishing to be considered for the position should submit an application file online including:

- A letter of application stating personal qualifications, experiences, and reasons for interest in the position.
- The online application form and a resume.
- 4 current letters of recommendation.

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