

Are you a visionary  
educational leader?



All persons interested in the position should visit [www.schoolexecutivesolutions.net](http://www.schoolexecutivesolutions.net) and complete the online application. Please attach a letter of application, resume, and proof of certification.

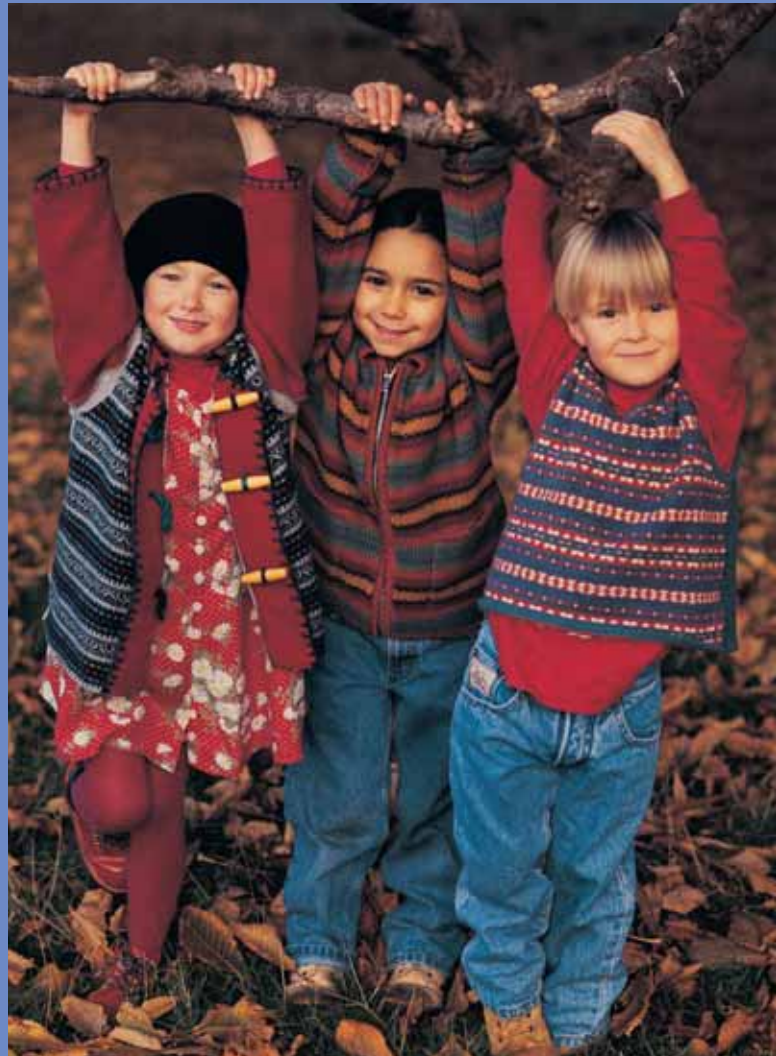
Contact information for references should include both daytime and evening telephone numbers.

Each applicant is required to address the items Alvin ISD is seeking, listed under the profile of professional expectations on page 6.

Please address all inquiries and communications to:

Dr. Hal Guthrie, Director  
School Executive Solutions  
7145 West Tidwell  
Houston, Texas 77092  
713.498.8691 (cell)  
866.944.4405 (toll free)  
713.744.4406 (fax)  
[hguthrie@esc4.net](mailto:hguthrie@esc4.net)

A competitive salary and an attractive fringe benefit package will be offered.



Be the Superintendent for  
**Alvin ISD**

Strong Community Pride,  
Big Texas Spirit

# Mission

It is the mission of the Alvin Independent School District, the center for public education, to offer exemplary programs enabling all students to possess the ability to learn for the rest of their lives and become productive citizens.

# Vision

## Prepare Students Who are:

- Well-prepared, visionary leaders who think globally and act responsibly.
- Lifelong learners who think critically and make effective decisions.
- Active participants in society, upholding the highest standards of service, commitment, and community values.
- Positive, productive citizens who seize available opportunities for growth and development.
- Successful in balancing their personal and academic pursuits.

## Create a Learning Environment that:

- Establishes proactive partnerships between schools and homes.
- Fosters high expectations while providing numerous opportunities for student participation.
- Provides a fun, positive learning experience where students are emotionally and physically safe.
- Continuously improves standards and performance while recruiting and retaining high-quality staff.
- Supports a learning community where student diversity is recognized and respected.
- Works collaboratively to ensure a seamless transition for all students throughout their educational careers.

- Provides and maintains quality facilities conducive to active student learning.

## Our Community and District:

- Recognize the value of educational success for all children.
- Foster an environment that embraces literacy and awareness of educational opportunities for all.
- Develop and support active partnerships among all stakeholders.
- Provide the resources needed to achieve and maintain the highest quality education for our students.
- Acknowledge and embrace diversity.

# Our Demographics

|                                       |   |
|---------------------------------------|---|
| <b>Size</b>                           | <b>250 square miles</b>   |
| <b>Schools</b>                        | <b>20</b>   |
| <b>Educational Staff</b>              | <b>1,900</b>  |
| <b>Students</b>                       | <b>15,000</b>   |
| <b>Student to Teacher Ratio</b>       | <b>18:1</b>   |
| <b>Teachers with Advanced Degrees</b> | <b>20%</b>  |
| <b>Operating Budget 2007-2008</b>     | <b>\$103,499,805</b>  |
| <b>2007 Tax Rate</b>                  | <b>\$1.328 per \$100 assessed market value</b>  |
| <b>Ethnicity</b>                      | <b>White 50%<br/>Hispanic 41%<br/>African American 5%<br/>Asian or Pacific Islander 3%<br/>Native American 1%</b> |

# Alvin ISD Goals

- Provide a PreK-16 comprehensive education system
- Achieve at the highest state and national standards with all students
- Attract and retain the highest quality teachers and staff
- Provide safe schools

## Our Community

Alvin, Texas is located 12 miles southeast of Houston, in northeast Brazoria County. Its unique small-town charm and close proximity to both Houston and Galveston give Alvin's 22,000-plus residents the best of both worlds. While growth and commerce position the city for long-term prosperity, its treasured historic buildings help keep the past alive. A strong community spirit, low cost of living, thriving neighborhoods, and recreation areas, including Bayou Wildlife Park, make Alvin a great place to live, work, and play.

## Our District Past and Present

The first Alvin School was housed in a one-room building on Gordon Street in 1881. In 1910, the wooden school house was torn down and \$22,000 in bonds were issued to build a much larger two-story, red-brick building.

Over the years successful bond elections have enabled the district to build many other schools. From Mark Twain Primary in 1964 to Manvel High School in 2006, Alvin ISD has always been a district poised for growth...looking toward the future.

Today, Alvin ISD boasts a student body of 15,000, with 20 campuses that include 17 traditional schools, 2 alternative centers, and 1 off site campus, all dedicated to serving its students and the community.

### Recent Accomplishments include:

- Gold Performance for Writing, Mathematics and Social Studies on the 2005-06 Academic Excellence Indicator System.
- Superior rating on the Financial Integrity Rating System of Texas (FIRST) for the fifth consecutive year.

## Leadership Expectations for the Alvin ISD Superintendent

### Profile of Personal Expectations

- A person who demonstrates collaborative leadership and one who makes decisions in the best interest of all students.
- A person of faith, integrity, exemplary moral character with great people skills.
- A person who is visible, involved in the community, and demonstrates common sense.
- A person who is politically astute and can blend diverse ideas into feasible administrative recommendations.
- A person with outstanding listening and speaking skills, who is open to all ideas and who will handle conflict with fairness and poise.
- A person who demonstrates a strong academic record where an earned doctorate is preferred, but not required.



## Profile of Professional Expectations

Applicants will be requested to address each of these board expectations documenting their prior experience and success with each topic.

- A person who places the academic achievement of all students as the district's top priority.
- A person who understands instructional strategies and programs that are effective with diverse student populations and will lead Alvin ISD to *Exemplary* status.
- A person who has been a highly successful classroom teacher, campus principal, and/or central administrator experienced with rapid growth. (Superintendent experience preferred but not required.)
- A person who understands fast growth issues, bond and building programs, and who will build community trust in support of these programs.
- A decisive leader who will select key personnel, create an exemplary leadership team, assess programs and performance, and work comfortably with the *Team of Eight* concept.
- A person who demonstrates a working knowledge of finance, technology, personnel administration, special programs and populations, and state and national regulations.

## Candidate Search Timeline

|                                      |          |
|--------------------------------------|----------|
| Application Deadline                 | Nov. 30  |
| Board Reviews Applications           | Dec.     |
| Initial Interviews                   | Dec.     |
| Board Selects & Interviews Finalists | TBD      |
| Preferred Starting Date              | Jan. '08 |

