



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

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P.O. Box 3912 - 802 N. Sam Houston Ave – Odessa, Texas 79760

[www.ectorcountysd.org](http://www.ectorcountysd.org)

Dear Prospective ECISD Superintendent,

The Ector County Independent School District Board of Trustees is seeking a new superintendent to lead the district. The Board has employed School Executive Consulting, Inc. to assist in the search for a new superintendent.

Ector County Independent School District (ECISD) is located in Odessa, Texas. Odessa is located along the southwestern edge of the Llano Estacado in West Texas. It is situated above the Permian Basin, a large sedimentary deposit that contains significant reserves of oil and natural gas.

Odessa is the county seat of Ector County. It is located primarily in Ector County, although a small portion of the city extends into Midland County. In 2010, Odessa's population was 99,940 making it the 31<sup>st</sup> most populous city in the state of Texas. The metropolitan area is also a component of the larger Midland-Odessa, Texas.

Odessa's major economic drivers are energy, education and medical ranking #1 in the United States in job and economic growth.

The Permian Basin is North America's largest oilfield and second largest in the world covering 75,000 square miles and growing daily.

ECISD operates with one central mission – to provide a world class education for every child. The creation of a college and workforce ready culture is a top priority. ECISD operates two comprehensive 5-A high schools, a New Tech high school, and an Advanced Technical Center. All three of the high schools offer demanding advance placement courses. Odessa High School boasts the prestigious International Baccalaureate Diploma Program.

Odessa understands the importance of a solid educational system to a growing community. From pre-k through specialized graduate degree programs, Odessa is the head of its educational class.

Higher education is thriving in Odessa with Texas Tech University Health Sciences Center (HSC), Texas Tech University, Odessa College and The University of Texas of the Permian Basin.

The Odessa medical corridor is anchored by Texas Tech University HSC, Medical Center Hospital on the west and Odessa Regional Medical Center on the east with numerous medical facilities between the two hospitals.



Odessa offers a unique blend of small and large town benefits, a wonderful quality of life, a great climate as well as their southern charm and hospitality.

Should you wish to establish your candidacy, all letters of interest, resumes and supporting materials will be kept in the strictest of confidence. **The application deadline is October 21, 2013.** The Board has agreed to name one finalist for the position.

We invite you to submit your credentials to the address below.

Dr. Mike Moses  
1201 Elm Street  
Suite 3500  
Dallas, TX 75270

Please feel free to direct any inquiries to:

Mr. David Thompson  
832-868-1627  
[dthompson@thompsonhorton.com](mailto:dthompson@thompsonhorton.com)

Dr. Mike Moses  
214-859-9372  
[mmoses@swst.com](mailto:mmoses@swst.com)

## **Timeline**

### **August 26, 2013**

- Meet with Board of Trustees to review and discuss search process
- Establish a calendar for the search
- Discuss community input and focus groups

### **August 27, 2013**

- Begin positing and advertising with Texas Association of School Administrators, Texasisd.com and other appropriate national educational publications (Education Week and American Association of School Administrators)
- Mail letter to over 100 school leaders across the United States inviting nominations of outstanding candidates. These school leaders will represent the executive committee of the American Association of School Administrators, Educational Research and Development Institute, Western States Benchmarking Consortium and leading university professors of educational administration.
- Mail letters of invitations to outstanding individuals known to have the prerequisite skills for the superintendency in the Ector County Independent School District.



**October 1, 2013**

Community Input

- 8:30 AM – 10:30 AM (Focus Group 1)
- 11:00 AM – 1:00 PM (Focus Group 2)
- 1:00 PM – 2:00 PM (lunch and media availability)
- 2:00 PM – 4:00 PM (Focus Group 3)
- 4:00PM – 5:00 PM (Meet with Senior Staff)
- 5:30PM – 6:00 PM (Meet with Board of Trustees)

**December 15, 2013**

Application Deadline

**December 16-20, 2013**

Consultant's review and vet candidates

**January 6, 2014**

- 6:00 PM – Search consultants meet with board of trustees to identify candidates to interview. (Administrative Building)

**January 13-17, 2014**

First round of interviews

**January 20-24, 2014**

Second Round of interviews

**January 27-31, 2014**

- Background checks
- District visits
- Final agreements

**February 4, 2014**

- Identification of finalist(s) for position of superintendent of schools
- Begin twenty-one day period for official employment and contract execution

**February 5 – February 25, 2014**

- Twenty-one day period to finalize details of contract (required by state law)
- Candidate visits to the district

**February 25, 2014**

Approve employment contract

**April 1, 2014**



New superintendent assumes position. (Superintendent may assume position earlier if mutually agreeable with the Board of Trustees and Superintendent-elect.)

## **Additional Informational Resources**

**The mission** of the ECISD community, a passionate, unified, world class leader in education, is to develop world ready, lifelong learners who discover their unique gifts, achieve personal success, and fuel their community by building unified, comprehensive community support and participation that fosters a standard of excellence; serving as advocate and steward for all students; ensuring relevant teaching, engaged learning and dynamic innovation; and maximizing all available resources.

### **Beliefs**

1. Each person has inherent worth and unique strengths.
2. Curiosity and learning are natural and grow without limit given stimulation and nurturing.
3. People are interdependent.
4. Each individual has a responsibility to add value to self and community.
5. Individuals are accountable for their choices and actions.
6. Education creates opportunity and opportunity creates a better world.
7. Progress improves and adds value to human life.
8. Fear limits life's potential; courage inspires living.
9. There is a difference between right and wrong.
10. Values learned at home affect a lifetime.
11. Leadership is influence; everyone is a leader.

### **Parameters**

1. We will not compromise excellence.
2. We will model our beliefs.
3. We will work as a team.
4. We will base decisions on what is best for students.
5. We will protect teaching and learning our priority.
6. We will recognize and reward success and learn from our mistakes.
7. We will succeed regardless of any obstacle.

### **Strategies**

1. We will ensure learning experiences that are engaging, challenging, and meaningful.
2. We will provide infrastructure to maximize the success of all students.
3. We will identify, engage and equip our world class team to accomplish our mission.
4. We will establish and sustain and interdependent partnership with parents.
5. We will communicate effectively to serve our mission.
6. We will model and market our new culture throughout our community to ensure support and participation.

### **Objectives**

1. All students will acquire academic and personal skills necessary for personal greatness.
2. All students will understand and appreciate the value of learning.
3. All students will invest their unique gifts in their community.
4. All students will be confident, influential leaders who accept responsibility.

[Board of Trustees](#)

[Strategic Plan](#)

[Continuous Improvement Plan](#)



[Accountability Ratings](#)

[Budget 2013-2014](#)