



# INDEPENDENT SCHOOL DISTRICT SUPERINTENDENT SEARCH 2025

***Ennis Independent School District is seeking an innovative, student-driven leader for Superintendent of Schools.***



# WELCOME TO ENNIS, TEXAS



## About:

Ennis is a great place to work, live, and raise a family with the benefits of a small town along with being very close to all the availabilities of Dallas.

Ennis is just 25 minutes south of downtown Dallas on IH-45. Ennis is a Texas Main Street City, a perfect place to spend a day, a week, or a lifetime! Take in the Bluebonnet Spirit as you sip, shop, and stroll along the brick streets of the historic downtown district. Get your motor revving at the Texas Motorplex or kick up some dust at Big O Speedway. Enjoy the nostalgia of watching your favorite stars on the big screen at Galaxy Drive-In or take in a live theatrical production at Ennis Public Theater or Theater Rocks.

This historic community of 24,847 is nestled among three beautiful lakes, including Lake Bardwell, that provide not only an abundance of recreational opportunities but also a residential setting that is unsurpassed. Ennis contains 144 historic structures that appear on the National Register of Historic Places. These structures grace the community and point to a proud past of railroad and agricultural activity in a bustling turn-of-the-century community.

Check our calendar of events for family friendly fun like the Ennis Bluebonnet Trails & Festival, the National Polka Festival, Ennis Freedom Fest, Ennis Autumn Daze and other events that you won't find anywhere but Ennis!

Be sure to stop by the Ennis Welcome Center so we can fill you in on all of our attractions and upcoming events. We take great pride in opening our heart, soul, and hospitality to our visitors. Come experience Ennis...the bluebonnet spirit of Texas.







### **District Goals:**

1. Ensure all students receive high-quality instruction.
2. Provide and support high-quality staff for all classrooms.
3. Empower staff with resources to ensure student excellence.
4. Provide a safe and secure learning environment, cultivating character and high expectations.
5. Maintain a positive two-way partnership designed to strengthen the strategies aligned to the district vision and continuously improve teacher effectiveness and student outcomes.
6. Maintain high-quality facilities with an instructional focus.

### **Mission:**

The Ennis Independent School District shall be an educational institution that continuously challenges and stimulates its students. Ennis ISD shall provide the highest quality instructional staff and the appropriate facilities to ensure that every student is equipped to his/her greatest academic potential. Qualities of character are to be taught, modeled, and upheld in Ennis ISD shall include honesty, integrity, and respect. The curriculum, programs, offerings, and opportunities provided by Ennis ISD shall be intended to produce a responsible people of high moral character, capable of personal and professional success, who shall have a positive impact on society.

**ENNIS ISD**



### **District Vision:**

Educate, Encourage, Empower

# DISTRICT INFORMATION



2024-2025

## ENNIS ISD STAFF



Ennis ISD employs 870 staff members and contracts with Sodexo for Custodial and Food Services.

### Student Demographics

6,624 Students  
57% Hispanic  
22% White  
16% Black  
76% Economic Disadvantaged

### District Finances:

2024-2025 Balanced Budget = \$66,748,178  
Fund Balance = \$21,000,000



### Campus Enrollments:

Carver ECC	400
Crockett ECC	485
Austin Elem	390
Bowie Elem	515
Houston Elem	362
Travis Elem	280
Lummus Inter	519
Miller Inter	442
Alamo Middle	456
Ennis Jr. High	897
Ennis High School	1,877
Total	6,624

### Student Growth

Over the past 4 years, Ennis ISD has a healthy 3.4% average student growth.

### Staff Talent:

Ennis ISD is proud of the Aspiring Teacher Program that encourages paraprofessionals to pursue a teaching career.

The Aspiring Leader Program has been very successful in locating future leaders within the district.



Lion Pride Way is a staff developed leadership program designed to consistently instill leadership and character education in our students.



# SUPERINTENDENT

## Position Requirements:

- Master's Degree from accredited college or university
- Valid Texas Superintendent Certification
- A minimum of five years of school leadership in a Texas public school



## Qualifications:

1. Experience in school leadership, preferably in Superintendent or central office role.
2. Reputation as an approachable leader who is visible on campuses.
3. Fosters creativity and innovation in the district.
4. Demonstrates a passion for education and learning.
5. Works collaboratively with the board, administrative team, and staff.
6. Is committed to live and be involved in this diverse, close-knit community.

## Timeline:

Position Opens  
Thursday, January 16

Application Deadline  
Friday, February 21, 2025, 5:00pm

Board Application Review  
Early March

Interviews Begin  
Mid-March

Board Selects Lone Finalist  
Early April

Official Approval of Superintendent  
Late April

Preferred Start Date  
June 9 (Negotiable)



**Application Process:**

Please include the following with your submission:

- a. Letter of Interest
- b. Current Resume
- c. Texas Superintendent Certification (*copy*)
- d. List of References

All documents should be submitted to Doug Williams,  
[dwilliams.impactd@gmail.com](mailto:dwilliams.impactd@gmail.com)

**All application documents must be received by  
5:00pm on Friday, February 21.**

