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JAMIE FAILS
JFAILS@WILLISID.ORG

Willis ISD Board of Trustees Vote to Select Superintendent Search Firm

Board establishes a timeline for the search and hiring process

WILLIS, Texas (Dec. 1, 2023) - The Willis ISD Board of Trustees met in a special meeting Nov. 30 to consider and take possible action regarding the superintendent search process. In a unanimous vote, the board hired legal consultants David Thompson and Mike Moses of Thompson & Horton, LLP.

During the open session meeting, David Thompson and Dr. Mike Moses (former Education Commissioner) presented a detailed timeline for hiring a new superintendent. The process will include an active search and recruitment process that includes community and employee engagement through the use of focus groups to develop a profile for the type of Superintendent desired. After accepting applications for 30 days, the firm will bring a number of candidates to the board for interview consideration. There will be two rounds of interviews, after which the board will name a Lone Finalist for the Superintendency. Once that person has been named, there is a 21-day state-required waiting period for contract negotiations before the district can formally hire the candidate.

Board members reviewed two search firms with presentations during the open session of the October and November board meetings. Harkrider, who served as superintendent for the district since 2013, announced his departure in June for the same role in College Station ISD. In July, the Board named Tom Crowe Interim Superintendent. Crowe served as the principal of Willis High School from 1989 to 1991 before taking on the title of superintendent from 1993 to 1997. Crowe is serving as the district's leader until a permanent superintendent is selected.

Mr. Thompson is an attorney with Thompson & Horton LLP. He is a former Associate Executive Director for the Texas Association of School Boards and served as general counsel for the Texas Education Agency. His clients include many districts in the greater Houston area and across the

state of Texas. Dr. Moses previously served as the Texas Commissioner of Education from 1995-1999, was Deputy Chancellor and Professor of Educational Administration for the Texas Tech University System from 1999-2000 and Superintendent of Schools for the Dallas Independent School District from 2000-2004. Dr. Moses has served as superintendent of schools in four school districts in Texas including a small, mid-size and large district.

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