



This is the Place for **YOU**

Join our team of passionate and driven teachers, administrators and support personnel today.



ccisd.net/joinourteam

Clearly the Place for YOU

A visionary leader igniting learning for all, the Clear Creek Independent School District is dedicated to ensuring each student **achieves, contributes and leads with integrity** in a safe and nurturing environment distinguished by authentic relationships, service before self and the spirit of exploration.



TRUSTWORTHINESS



RESPONSIBILITY



RESPECT



FAIRNESS



CARING



CITIZENSHIP





CCISD is one of the largest high-performing districts in the state of Texas, and what sets CCISD apart is its people. As the second-largest employer in the Clear Lake area, CCISD employs more than 5,000 qualified staff members committed to helping students achieve, contribute and lead with integrity.

CCISD was recently ranked 13 out of 101 businesses and organizations in Forbes Magazine annual America's Best Employers by State 2021 report. This accolade, along with a strong reputation for quality education, a positive work-life balance, engaged families, positive communities, as well as the area's cost of living, puts CCISD on the shortlist for future employment opportunities.



RANKED 13 IN TEXAS
AMERICA'S BEST
EMPLOYERS BY STATE
2021, 2022 Forbes Magazine

For these reasons and many more, we hope you see that CCISD is the place for you. We encourage you to apply today at ccisd.net/joinourteam.

We Believe

As a visionary leader in education, we will...

- stand firm in our commitment to each student
- focus decisions on what is best for students
- base decisions on facts and data
- treat each person with dignity and respect
- sustain a culture of inclusion and collaboration
- model what we expect
- compromise neither excellence nor integrity



Our Schools

Throughout our campuses, we employ more than 5,000 passionate and dedicated employees focused on the intellectual, physical and emotional well-being of our students. The ability to customize and personalize a child’s education is important to us. We constantly seek teachers who have a heart for student learning and believe that children come first.

Spanning more than 100 square miles, the District is located within two counties (Harris and Galveston) and 13 cities including Bacliff, Clear Lake Shores, El Lago, Friendswood, Kemah, League City, Houston, Nassau Bay, Pasadena, Pearland, Seabrook, Taylor Lake Village and Webster.



27
ELEMENTARY
SCHOOLS

10
INTERMEDIATE
SCHOOLS

7
HIGH
SCHOOLS

Our Students

In one of the largest high-performing districts in Texas, CCISD students outperform their state-wide peers on all Texas standardized tests and college readiness indicators. The District has a stellar record of continuous improvement and is passionate about eliminating the achievement gap among all student groups.

SAT Scores*	Evidence Based Reading & Writing	Math	Total Score
CCISD	570	567	1137
State	513	506	1019
Region 4	514	510	1024

*Average calculated using each students' highest score, 2020-2021 TAPR



97% of CCISD senior students graduated in May of 2021

Our Team

Through strategic staff recruitment and retention practices, as well as forward-thinking professional learning, CCISD teachers demonstrate a commitment to lifelong learning. Teachers are supported in their pursuit of industry-specific certifications and advanced degrees through professional learning opportunities.

Whether you're an experienced educator, working towards your teacher certification or still in school, CCISD welcomes and encourages you to learn more about being a part of our District.



2021-2022 School Year
Completed more than 206,000
Hours of Professional Learning



2021-2022
87% Retention Rate

2022-2023 Starting Salary for Teachers

\$60,000

- Add \$1,000 for a master's degree
- Add \$2,000 for a doctorate
- \$5,000 CTE signing bonus (for program areas of health, science and technology)

Teaching Experience

29.5% 0-5 years
21.1% 6-10 years
32.6% 11-20 years
16.8% 20+ years

Educational Background

65% Bachelor's Degree
34% Master's Degree
<1% Doctorate

Salary Schedules are updated annually and published on the District website. Visit ccisd.net/joinourteam to learn more.



Betterment Not Just Benefits

In CCISD, we are focused on you and dedicated to your personal and professional enrichment. Of course, we have the standard benefits—competitive salaries, comprehensive health packages, professional learning—but we also offer betterment in the form of social and emotional support to all team members.

All CCISD employees are automatically enrolled in our Employee Assistance Program (EAP) which provides a wealth of resources to help you navigate life—free counseling, access to financial and legal advice, stress management techniques and so much more.

In addition, the Clear Creek Education Foundation is a non-profit organization that raises funds for innovative CCISD teaching grants and reimburses teachers for earning their National Board Certification. It's an amazing organization that CCISD encourages all teachers to be a part of.

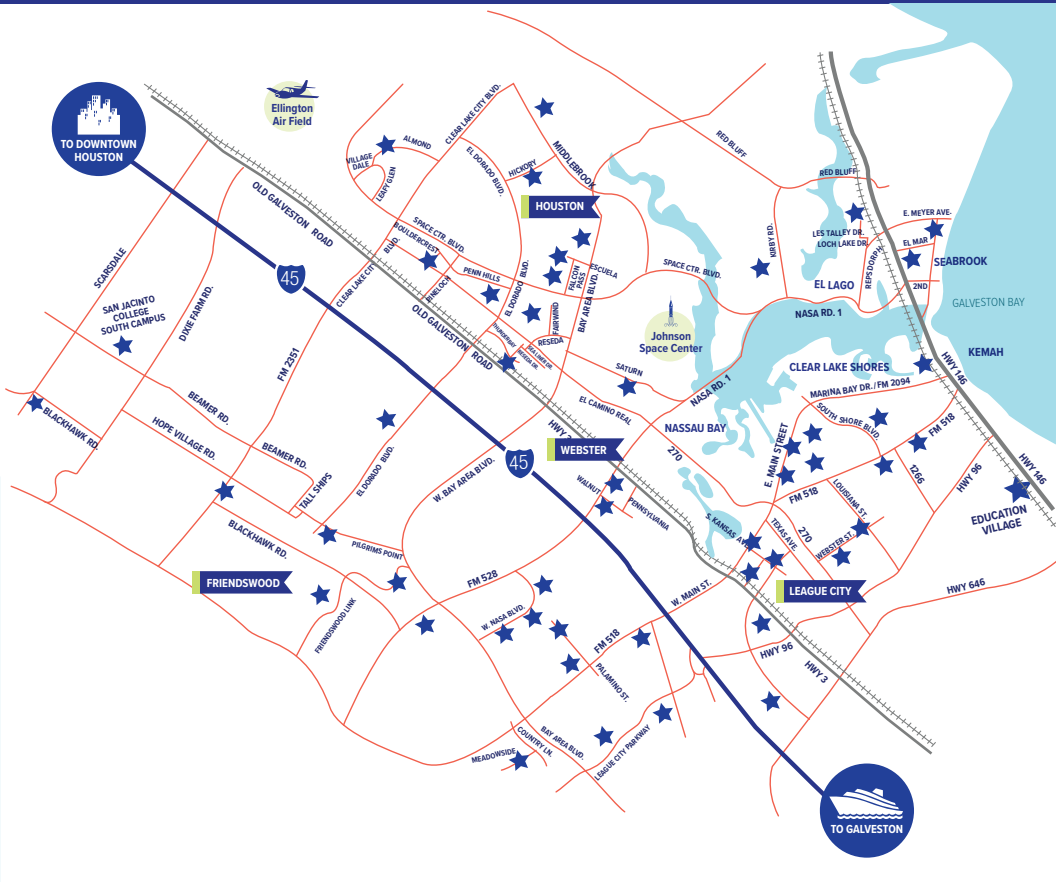


Additional Benefits Include:

- Professional learning communities and administrative academies
- Teacher-driven curriculum development
- Cutting-edge technology in the classroom
- State-of-the-art facilities
- Supportive work culture
- Protective health and safety protocols

Experience the Bay Area Houston Community

Bay Area Houston continues to be one of the most desirable places to live, work, play and raise a family. Nestled directly between the vibrant Downtown Houston area to the north and the relaxed Galveston Island beach life to the south, CCISD is ideally located for quick access to fun, culture and a renowned epicurean scene. The area also features best-in-class medical care, the NASA Johnson Space Center, thriving visual and performing arts, and endless family-friendly activities. Often considered a hidden gem, Bay Area Houston offers big city resources with a hometown heart.





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Equal Opportunity Employer

Clear Creek Independent School District is an equal opportunity employer and does not discriminate against any applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law.