



# This is the Place for **YOU**

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



[ccisd.net/joinourteam](https://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 our 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 ranked in Forbes Magazine 2023 America's Best Employers by State report for the fourth year. 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.



**4 YEAR CHAMPION IN TEXAS**  
**AMERICA'S BEST**  
**EMPLOYERS BY STATE**  
**2023 Forbes Magazine**

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**2025 NICHE Best School Ranking**

- ★ **BEST PLACES TO TEACH**  
**RANKED 7 IN TEXAS**
- ★ **BEST SCHOOL DISTRICT**  
**RANKED 29 IN TEXAS**
- ★ **TOP 5 SCHOOL DISTRICT**  
**IN HOUSTON OUT OF 51**

# **We Believe**

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

- invest in each person's capacity to thrive
- prioritize safe and supportive learning environments
- cultivate resilience and perseverance for growth
- empower individuals through personalized development
- foster trusting relationships for student success
- drive innovation through curiosity and exploration
- create a shared responsibility for collective achievement





# 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	531	526	1057
State	506	496	1001
Region 4	503	497	1000

*\*Average calculated using each students' highest score, 2021-2022 TAPR*

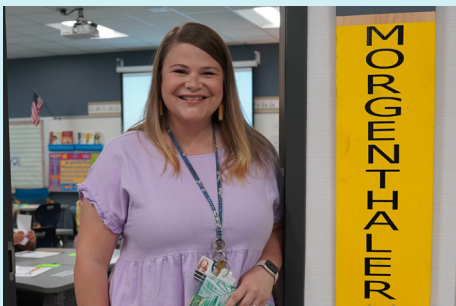


**98.4%** of CCISD senior students graduated in May of 2023

# 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.



**2022-2023 School Year**  
**Completed more than 260,800**  
Hours of Professional Learning



**2023-2024**  
**90% Retention Rate**

**2024-2025 Starting Salary for Teachers**

**\$62,500**

- 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)
- Add \$3,500 for Bilingual
- Add \$3,000 for National Board Certified Teachers

**Teaching Experience**

29% 0-5 years  
21.4% 6-10 years  
32.3% 11-20 years  
17.3% 20+ years

**Educational Background**

73.8% Bachelor's Degree  
25.5% Master's Degree  
<1% Doctorate

Salary Schedules are updated annually and published on the District website. Visit [ccisd.net/joinourteam](https://ccisd.net/joinourteam) to learn more.



# Betterment Not Just Benefits

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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.

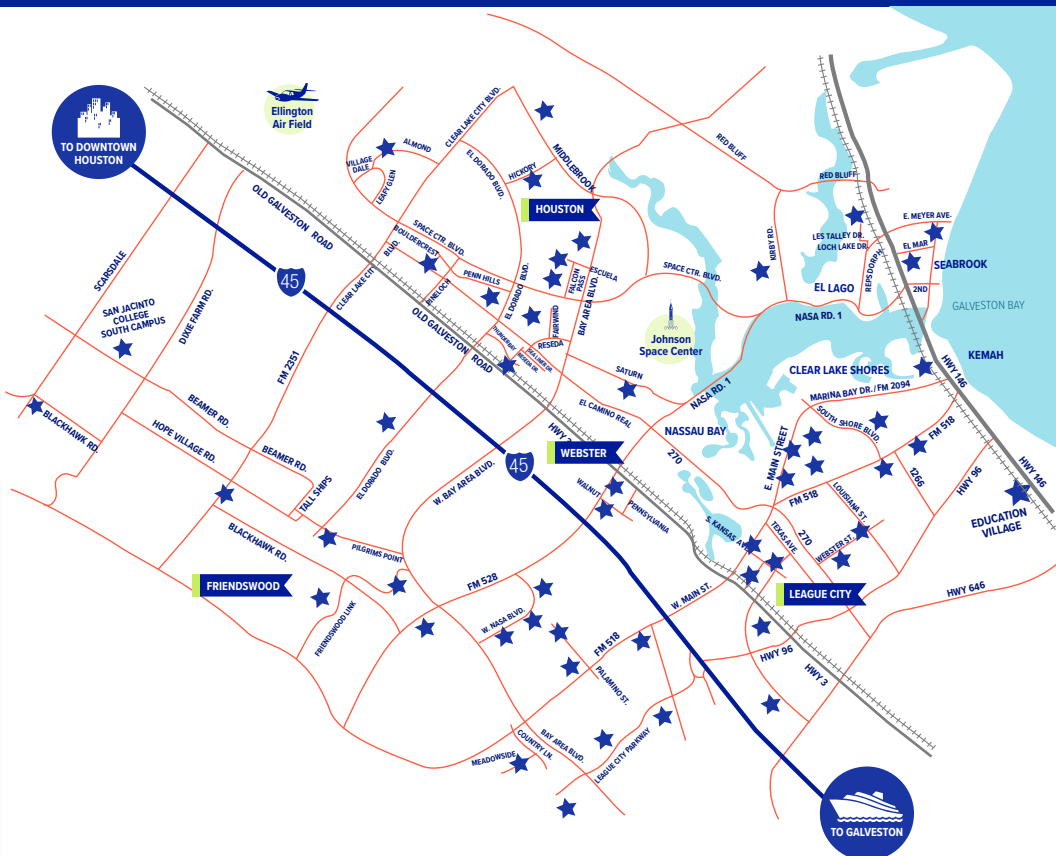


## Additional Benefits Include:

- 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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[ccisd.net/joinourteam](https://ccisd.net/joinourteam)

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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.*