

Notice of Vacancy | Superintendent of Schools

Snyder Independent School District seeks an innovative, student achievement driven leader for Superintendent of Schools.

The mission of SISD is to **empower everyone to pursue excellence every day**. Snyder ISD is a TEA designated District of Innovation that serves approximately 2,500 students and employs over 400 staff members. From a dual-language program for primary school students to the P-TECH program at Snyder High School, SISD is proud to offer an array of opportunities for both students and educators. The district boasts rigorous and engaging academic, extra-curricular, and athletic offerings for all students.

Snyder is a friendly town of over 11,000 people located approximately 90 miles from Lubbock, Abilene, and Midland, and about 3 hours from the DFW metroplex. Snyder was ranked in USA Today's "[America's 50 Best Cities to Live](#)"!

Qualifications

- Required Master's Degree in educational administration from an accredited college or university
 - Preferred Doctorate Degree in education-related field from an accredited college or university
 - Valid Texas Superintendent Certificate
 - Prior experience as a school superintendent preferred
 - Five years of leadership experience in school administration
 - Prior experience as a classroom educator in a Texas school district preferred
 - Willingness to support accelerated academic initiatives such as the Effective Schools Framework, Texas Instructional Leadership, and the Resilient Schools Support Program
 - Knowledgeable in Texas school law, finance, curriculum, and accountability
 - Eager to reside within and be actively involved in the Snyder community
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Application Process

Interested candidates should submit the following:

- Letter of interest
- Current résumé with references
- Copy of Texas Superintendent certificate

Email: SnyderISDSuptSearch@gmail.com no later than February 28, 2022

Mail: Snyder ISD Board of Trustees, P.O. Box 350, Snyder, Texas 79550

Mailed documents must be postmarked by February 25, 2022

Timeline

February 1 - February 28, 2022	Accept Applications
March 1 - March 11, 2022	Review Applications / Select candidates to be interviewed
March 14 - March 18, 2022	Snyder ISD Spring Break
March 29 - April 1, 2022	Initial Interviews
April 4 - April 8, 2022	Second Round of Interviews
April 11 - April 15, 2022	Name Lone Finalist
April 18 - April 29, 2022	Site visit to district of Lone Finalist
Twenty-one days after naming Lone Finalist	Board action to hire Superintendent
TBD	New Superintendent to begin work in the District

Snyder ISD Board of Trustees reserves the right to modify any timelines whenever it is deemed in the best interest of the district.

Facts & Figures

District Statistics

Total Enrollment	2,558
White/Caucasian	27.6%
Hispanic	67.1%
African American	2.0%
Asian	1.0%
Two or More Races	2.0%
Economically Disadvantaged	66.0%
GT	5.0%
Special Education	11.7%
At Risk	46.0%

Employee Profile

Teaching Staff	212
Support Staff	81
Other	138

Financial Profile

Snyder ISD Total Tax Rate	
2018-2019	1.033
2019-2020	1.0194
2020-2021	1.0264

General Fund Expenditures

2020-2021 Audited	
Payroll Costs	\$24,156,128
Professional/Contract	\$6,991,678
Supplies	\$3,193,210
Other Operating Expenses	\$1,914,612

General Fund Revenue

Local Revenue	\$22,960,760
State Revenue	\$4,412,412
Federal Revenue	\$148,159

Debt Service Revenue

Local Revenue	\$1,606,066
State Revenue	\$19,608

Programs & Initiatives

Effective Schools Framework

Snyder ISD received The Effective Schools Framework grant and is committed to the program through 9/30/23 for the Primary and Intermediate schools. The Effective Schools Framework supports district and campus continuous improvement through facilitation of the ESF diagnostic process that results in the identification of prioritized practices the campus can focus on to support continuous improvement.

Region 14 ESC provides the support for the district and we have scheduled calls with TEA.

The goals for this year are:

1. Develop campus instructional leaders with clear roles and responsibilities.
2. Data driven instruction.

Resilient Schools Support Program (RSSP)

Snyder ISD will use T-CLAS dollars to fund the RSSP through the 2022-2023 school year. Working with a support organization, in partnership with TEA and Education Service Center 14, the support to LEAs will do the following things:

- Evaluate the effectiveness of your remote or hybrid learning model(s)
- Support you in crafting improvements to your remote or hybrid learning model(s)
- Support the implementation of co-developed improvements
- Connect you to agency or related resources to support improvements

This year the support focus is our 4th grade ELA.

Through this program we receive support in our efforts of continuously improving identified acceleration strategies. These improvements could include strategic interventions in tier-one instruction, adapting existing curriculum or adopting new curriculum, supporting teacher development, revising schedules, better serving special populations and other related topics.

RSSP also aligns with Effective Schools Framework and Texas Instructional Leadership.

Texas Instructional Leadership

Texas Instructional Leadership is a program that provides training and support to campus and district leaders to build the capacity of the educators that they manage.

We receive ongoing training and support from Region 14 ESC to foster continuous improvement in the areas of lesson plan alignment and data driven instruction. TIL is aligned with the Effective Schools Framework.

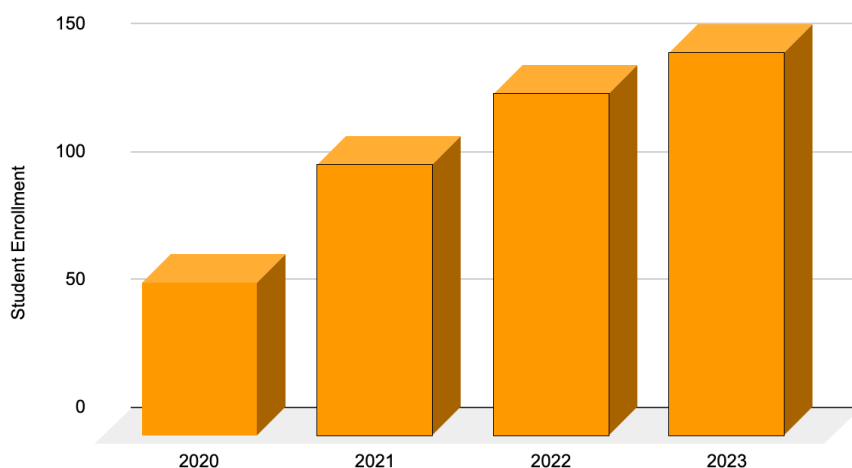


Mission: *Prepare all students with the knowledge and skills to meet the needs of our local and global workforce.*

Vision: *All students will be equipped to succeed in college, career, or military pathways upon graduation from Snyder High School.*

With an established Career and Technical Education (CTE) program offering program of studies in 11 career clusters, and wanting to provide students with additional opportunities to prepare for career success while meeting the demands of our local and regional workforce; becoming a Pathways in Technology in Early College High School (P-TECH), was a natural progression for Snyder ISD and Snyder High School.

SHS P-TECH Enrollment Progression



Using grant funds provided by TEA, Snyder ISD joined forces with Educate Texas to develop the Snyder High School P-TECH program. The school within-a school model allows students to have the opportunity to choose P-TECH as their pathway to graduation.

Preparing for fall 2019 implementation began in the spring of 2019 with campus and district leaders working jointly to design a program to meet the needs of our local and global workforce and equip students to be successful upon graduation.

Since the implementation year, our P-TECH student enrollment has increased at an average of 60% annually. With five original CTE programs identified as P-TECH pathways during the planning process, our P-TECH program now has ten designated programs. Expanded partnerships with our IHE schools, Western Texas College and South Plains College, will allow us to designate additional P-TECH pathways in the future.

P-Tech Course Enrollment Progression

PTech Course	Cohort #1 2019-2020	Cohort #2 2020-2021	Cohort #3 2021-2022	Cohort #4 (Designation Year) 2022-2023
Automotive	6	7	14	<p>Anticipating 150 students. Submitted application for consideration and approval January 27, 2022 -- will be notified during Spring 2022.</p> <p>New programs to include Computer Information Systems and Drones - Unmanned Flight.</p>
Entrepreneurship	-	-	10*	
Healthcare Therapeutics	29	24	25	
Law Enforcement	17	7	13	
Oil & Gas Exploration & Production	n/a	5*	n/a	
Plant Science (Floral & Greenhouse)	n/a	3*	13	
Programming & Software Development	n/a	4*	17	
Renewable Energy - Drones	n/a	2*	1	
Teaching & Training	10	7	8	
Welding	3	8	24	

2020-2021 purchased commercial greenhouse for Student-Based Enterprise

***First year of the program*

Obtaining Industry-Based Certification (IBC) credentials allows students to validate knowledge and skills learned within the classroom while incorporating a Work-based Learning (WBL) component has allowed students to apply their classroom knowledge in real-work environments, under the guidance of business partners within the community.

IHE Partners

Western Texas College (WTC), Snyder, TX (2019-present) Associates of Science

- Associates of Arts
- Associates of Arts in Teaching

South Plains College (SPC), Levelland, TX

- (2021-present) Associates Degree
- Level 1 Certificate

Industry-based Certifications (IBC)

- OSHA 30-General
- ASE
- AWS D.9
- FAA Pilot
- Phlebotomy
- Texas Floral Association Basic Knowledge Skills
- Texas Floral Association Level 1

Business Partners

- Development Corporation of Snyder (DCOS)
- Blake-Fulenwider Dodge/Jeep
- Snyder ISD
 - Snyder Primary
 - Snyder Intermediate
 - Transportation
- JP Ranch & Feed

Confidentiality and Assurances

Confidentiality is ensured for all applicants, and only the Lone Finalist(s) will be announced. Applicants should not contact individual school board members. All personnel within Snyder ISD are employed without regard to race, color, religion, sex, disability, age, or national origin.

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA. Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the agency (state or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: How to File a Complaint, and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992.

Submit your completed form or letter to USDA by:

mail: U.S. Department of Agriculture

Office of the Assistant Secretary for Civil Rights

1400 Independence Avenue, SW

Washington, D.C. 20250-9410;

fax: (202) 690-7442; or

email: program.intake@usda.gov.