

Reagan County Independent School District Superintendent Vacancy Announcement

Big Lake, Texas



October 2020

Application Process

All qualified applicants are encouraged to apply for this position. Applicants should complete the attached Superintendent Profile and include all the documents listed at the bottom of the profile as a single PDF document. Incomplete applications will not be considered. Only the lone finalist will be announced. Applications packets and inquiries should be emailed to:

Dr. Dewitt Smith
Region 18 ESC Executive Director
dsmith@esc18.net

Superintendent Profile

(Please complete and return with application)

Name:

Current Position:

Current District:

Current Salary:

Current District Enrollment:

Names of Districts Previously Employed:

In addition to the above mentioned information, you will need to complete and attached the following items with your application submission:

1. A letter of interest indicating qualifications and interest in the position
2. A current resume including complete work history and at least 5 references
3. Completed Reagan County ISD application which can be found online at:

https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/914495/Application1__1_.pdf

4. College/ University Transcripts (Can be unofficial for application but official required before hire.)

Superintendent Qualifications, Tentative Timeline, Compensation and Benefits, Characteristics and Community Profile

Qualifications:

The following criteria will be used to screen, evaluate, and select a new Superintendent for the Reagan County Independent School District:

- Master's degree in Education or related field
- Certification - Applicants are required to hold or provide eligibility for a TEA (SBEC) Superintendent Certificate in the State of Texas
- Minimum of 4 years of education administration experience; Superintendent or Assistant Superintendent experience preferred
- A visionary leader with the ability to build broad consensus in setting goals supporting excellence in all academic and extracurricular programs of the district and implementing those goals and programs
- Open-minded, approachable, people person who is actively involved and visible in the district and community
- An excellent instructional manager—knowledgeable of effective curricular and instructional strategies
- An effective communicator

Tentative Timeline: (may be modified as needed)

The Superintendent search for Reagan County ISD is on an expedited timeline. The board desires to have a superintendent start on or before **January 4, 2021**. All prospective candidates are requested to submit completed applications as soon as possible

October 13, 2020 - Post Vacancy

November 5, 2020 - Application Deadline - **all applications due by 2:00 pm CST**

November 9-12, 2020 - Review Applications and Interviews by Board

November 16-19, 2020 - Interviews by Board and/or Announcement of Lone Finalist

December 14, 2020 - Vote to Hire Superintendent/Finalize Contract

January 4, 2021 - Preferred Start Date

Contract and Benefits:

3 Year Contract
Salary - negotiable
School Housing
School Vehicle
TRS Health Insurance - \$550 monthly contribution
Professional Dues - negotiable

Characteristics:

1. Candidate must demonstrate superior interpersonal skills and can make and defend difficult decisions that are best for students and the district.
2. Candidate must be a visionary leader with the ability to build consensus in support of the educational programs and the use of the district's facilities, finances, resources, and personnel effectively in order to continue the current direction, progress of Reagan County ISD's on-going initiatives.
3. Candidate should demonstrate a history of success in student academic performance.
4. Candidate must be able to work in partnership with the Board of Trustees and build a climate of candor, mutual trust, and cooperation.
5. Candidate should have a demonstrated record of school district/campus fiscal management.
6. Candidate should have a demonstrated record of operational oversight of a school district.
7. Candidate should have the predisposition, desire, and ability to proactively engage students, parents, teachers, principals, support staff, local governments, education-related organizations, minority representatives, the business community, and various community stakeholders in authentic dialogue and partnerships.
8. Candidate should possess excellent interpersonal, communication, and political skills to assume an active leadership role in the city, state, and region on funding, long-range planning, and other education-related issues.
9. Candidate should possess and demonstrate personnel management skills.
10. Candidate must be willing to live in the district and be actively engaged at school and community functions and be committed to the long term success of both.

11. Candidate should be willing and able to handle the challenges of finances, and political influence.
12. Candidate should be willing and able to continue to progress the board's mission, vision and current goals for Reagan County ISD.
13. Candidate should be willing and able to continue the academic support systems that are currently in place and be willing to support and work within existing academic/PD processes.
14. Candidate must be willing and able to treat all students, staff and community stakeholders equally and with fairness.
15. Candidate must possess high moral and ethical characteristics.

Community Profile:

Reagan County Independent School District is a public school district based in Big Lake, Texas in Reagan County, Texas. The district serves students in Reagan County alone. **Big Lake** is a small rural city in [Reagan County, Texas](#), United States. As of the [2010 Census](#), the city population was 2,936. It is the [county seat of Reagan County](#).^[5]

The city takes its name from a [dry lake](#), a unique dryland plains geographic feature situated atop the divide between the [Rio Grande](#) and [Colorado River](#) watersheds, located less than two miles south of the city, through which St Hwy 137 passes. The dry lake, with no outlet, is over two [sections](#) in size, making it the largest in Texas; it holds water temporarily and only after high runoff rain events, being used for grazing the remainder of the time. Though seasonal and temporal, the 'big playa lake', in wet periods, is significant in a semi-arid, drought-frequented environment and has been utilized regularly as a food and water resource by man and animal, alike, since prehistoric times.

Started as a small ranching community in the late 1880s, Big Lake owes its original existence to the [Kansas City, Mexico and Orient Railway](#), which passed through the area in 1912 as it was extended from Sherwood, west of [San Angelo](#), to Girvin and beyond the [Pecos River](#). The growth from the railroad, coupled with that from the Santa Rita discovery well in 1923, allowed it, in 1925, to take over the position of county seat from [Stiles](#), a pioneer ranching community established in 1894 on Centrailia Draw, approximately 20 miles to the north. The main highway through the area, US 67, was extended through the region in 1934, on the way to a termination in Presidio. The city's current existence is based on agriculture (some farming, but mostly ranching) and oil and gas service and production throughout the area. Race population:

- White: 30%
- Hispanic: 60%
- Black 7%
- Asian: 5%
- Total District Students: 908