

THROCKMORTON COLLEGIATE INDEPENDENT SCHOOL DISTRICT

Superintendent Search

<p>DISTRICT INFORMATION:</p> <ul style="list-style-type: none">● Student Enrollment: 160● Grades Served: PK-12● Accountability Rating: B● Student Demographics: 1.4% African-American, 13.6% Hispanic, 85% White● Economically Disadvantaged Students: 45.7%● Mobility Rate: 19.3%● Attendance Rate: 98.5%● Graduation Rate: 100%● District Expenditure per Student: \$21,057● Average Teacher Experience: 7.7 years● Average Teacher Salary: \$44,321● County Size: 915 square miles● County Population: 1495● Median Family Income for County: \$41,875● \$30M construction project in process	<p>ANTICIPATED TIMELINE:</p> <p>February 1, 2023: Application acceptance deadline</p> <p>February 1-20, 2023: Vetting of candidates</p> <p>February 20-24, 2023: Interviews of selected candidates</p> <p>February 24, 2023: Naming of a Lone Finalist</p> <p>March 20, 2023 (negotiable): Anticipated first day of service</p>	<p>SALARY/BENEFITS:</p> <p>Salary range is \$100,000+, negotiable in relation to experience and success.</p> <p>Travel, benefits, and contract are commensurate with regional ranges.</p> <p>Reasonable moving expenses may be negotiated.</p>
---	---	---

Candidate Profile

REQUIRED CANDIDATE QUALIFICATIONS:

1. A valid and current Texas Superintendent Certification.
2. At least three years of classroom teaching experience in a core content area and principal experience.
3. Prepared to live and be actively involved in the community and district.
4. Agrees to and acceptable clears criminal history and financial credit checks.
5. Demonstrated skill as an energetic and motivated Lead Learner.
6. Familiar with Collegiate Edu-Nation (CEN) and the P-20 Model.

PREFERRED CANDIDATE QUALIFICATIONS:

1. Central Office and/or Superintendent experience.
2. A strong commitment to development of the Whole Child, through insistence on and equitable resourcing of best instructional practices, robust educational technology, high-quality co-curricular and extracurricular offerings, and College Career and Military Readiness programming.
3. School finance prowess – manipulating finance template, budgeting, resource allocation, setting tax rates, managing grants.
4. Experience in the Maintenance and Operations of facilities, rolling stock, and infrastructure.
5. Strong skills in team-oriented and trust-focused leadership – uniting/motivating staff, students, parents, and community.
6. A model of Integrity, exemplary moral character, and professional presentation.
7. Highly skilled communicator, able to work effectively with the public and press.
8. Effective personnel supervision, with skill in delegation, organizing, monitoring, evaluation, and implementation of effective personnel policies, procedures, and practices. Effective at monitoring without micromanaging.
9. Exercise open and transparent relations with the Board, administrative team, faculty, staff, and community.
10. Commitment to an effective Team of 8 school governance model.
11. A person that is well-rounded and understands the workings of small schools and agriculture-centric communities.
12. Experience with school construction, both new and remodeling.
13. Familiar with deployment of the Montessori model.

SEARCH CONSULTANT: Collegiate Edu-Nation is assisting in the search. Dr. Nelson Coulter is the designated point of contact.

HOW TO APPLY:

Applicants should submit via email to nelsonwcoulter@gmail.com the following:

1. Letter of interest.
2. Resume that includes a *complete* work history, educational background, and a listing of all relevant certifications.
3. Complete educational transcripts from accredited universities.
4. A minimum of five (5) references. References should include addresses, job description, and cell phone number.

All contact should be made with Dr. Coulter via email only.

Calls and emails to TCISD Board members are *NOT* acceptable.