

SMALL, SAFE LEARNING ENVIRONMENT WEST SABINE INDEPENDENT SCHOOL DISTRICT

Phone: 409-584-2655 Fax: 409-584-2139 On the Web: WWW.westsabineisd.net P.O. Box 869 Pineland, Texas 75968

West Sabine ISD is seeking superintendent applicants

Tiger Country! A great place for your family!

Country Living at its Finest

West Sabine ISD includes five communities in Sabine county; Rosevine, Bronson, Plainview, Centerview, and Pineland with a student population of 665. WSISD affords country life at its finest although we are just 60 minutes from Lufkin and Nacogdoches and 25 minutes to Jasper. Families enjoy the slow pace of a country lifestyle deep in the heart of the "Pineywoods".



West Sabine High School



West Sabine Elementary

WSISD Curriculum

With a comprehensive curriculum, the district seeks to provide an exemplary education that prepares each student to succeed in an ever-changing world. Students can acquire college credit via the District's Dual Credit program with Angelina College. WSHS offers an array of elective courses, including band /music, computer courses, drama, and journalism.

TEA Rating and School Report Card

- In 2017, West Sabine ISD received the TEA's Accountability rating of "MET STANDARD".

West Sabine ISD is committed to developing students that can be successful adults that contribute to the East Texas way of life. We will continue to improve our academic programs to insure that our graduates can be successful adults.

West Sabine will utilize proven methods of instruction such as the phonics based reading instructional program Scientific Reading Associates (SRA). West Sabine students will know math facts and be able to recite multiplication tables, understand the relationships between numbers and in general be well versed in mathematics, reading, science and social studies.



Lady Tigers Softball



Track Open to the Public

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District Enrollment 665

WSHS—Grades 9-12 193
WSJH—Grades 6-8 147
WS ELEM- Grades PK-5 325

STUDENT to TEACHER RATIO

SECONDARY CAMPUS— -12.3 Students to each Teacher
WS ELEMENTARY ---- 15.8 Students to each Teacher

Economically Disadvantaged 75.9% Students with Disabilities 9.5% ELL 1.2%

District Ethnicity --African America---8.3% Hispanic---4.9% Native American---0.4%
Asian Pacific Islander 030% White---82.6% Two or more Races 3.4%

Student to Staff Ratio 6.6 Staff 100 Fund Balance 8/31/17 \$4,181,409

Candidate Profile

West Sabine ISD is searching for a superintendent with the following qualifications:

1. A valid Texas Superintendent Certification.
2. At least five years of classroom teaching experience and five years of principal, central office experience, or superintendent experience.
3. A strong knowledge of budgeting and public school finance. Can speak knowledgeably on general aspects of school district budgeting and has a network of people to go to for advice and assistance. Can review a budget, identify irregularities and trends, suggest changes and recommend options to restore or retain financial stability. Identify programs and situations (staffing ratio) for increased funding and/or budget cuts.
4. Knowledge of preventive maintenance and experience in the Operations of all district business.
5. Demonstrated skills in educational leadership in respect to uniting and motivating staff, parents and community in the pursuit of student achievement.
6. Experience in developing strong UIL academic and athletic success is required.
7. A strong background in student performance success, House Bill 5 implementation, educational technology and vocational programs. Can verbalize the role that the superintendent must play in this entire process. Experience working with all students, including economically disadvantaged students and ELL students. Knowledgeable in developing and utilizing curriculum and assessment that is consistent with reform requirements at the local/state/national levels.
8. Integrity and exemplary moral character along with excellent people skills. Visible throughout the district, on campuses and in the community. A strong desire to be a part of the community

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and the willingness to be present at extra-curricular, community events and must be willing to devote time to serving on community committees.

9. Highly skilled and willing to work with the public and press.
10. The desire and ability to motivate staff and students, bolstering morale and generating enthusiasm. Successfully establishes, delegates, and maintains authority holding staff and management accountable. Has demonstrated skill in supervising employees at all levels including goals, evaluations, and growth. Exemplifies the components of effective personnel policies, procedures, and practices.
11. A person that can make change and can battle the status quo of "this is the way we have always done things". Recognizes situations that call for independent judgment and quick thinking and has a willingness to react positively.
12. Open communication with the Board, the administration, faculty, staff, and community. Provides sound recommendations for the board and accepts/implements directives from the board.
13. Knows procedures for assessing and improving district operations in all support service areas.
14. Develop and recommend to the Board long-range plans regarding population trends, student/community needs, staffing, and current trends.
15. Planning new or renovated facilities, experience dealing with school construction preferred and the appropriate use of District facilities.
16. High expectations for West Sabine ISD students, faculty, and staff, and the desire to take a great school and make it even better.

Timeline:

February 14, 2018	POSITION POSTED
April 13, 2018	APPLICATIONS ARE DUE BY 4PM
May 9-11, 2018	APPLICATIONS REVIEWED
May 14, 2018	Votes Canvassed, Board Reorganization,
May 15-18	First round interviews
May 29-31	Second round of interviews if needed
June 4-8	Board Names Lone Finalist began 21 day period
June 25-29	New Superintendent hired

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How to Apply:

Please scan all documents into a single, multipage PDF document and submit via email to carla.powell@westsabineisd.net

Applicants should submit a completed **district application** that can be downloaded from our website with a **letter of interest** and **resume** that includes a complete work history, educational background, a listing of all Texas certifications, copies of all transcripts, with a minimum of five (5) references. Include addresses, job description, and a daytime phone # or cell phone for references.

West Sabine ISD Professional Application <http://www.westsabineisd.net/MP.cfm?P=4221&>
After opening the application as a PDF document, click on Tools and open "Fill and Sign" to complete the application.