



SUPERINTENDENT HIRING ANNOUNCEMENT

Position Title: Superintendent

Employer's Name: Santa Maria Independent School District (SMISD)

Location: Santa Maria, Texas

Introduction:

The Board of Trustees of the Santa Maria Independent School District (SMISD) is conducting a comprehensive search for an educational leader to fill the role of Superintendent. This position represents an extraordinary opportunity to propel forward the district's commitment to academic distinction, community partnership, and holistic development of our students.

About Santa Maria ISD:

Santa Maria Independent School District (SMISD) is a distinguished public education system located in the heart of Santa Maria, Texas, extending its services to the communities of Bluetown, Santa Maria and surrounding communities. At SMISD, we pride ourselves on delivering high-quality education through our three dedicated campuses: Santa Maria High School, catering to grades 9-12; Santa Maria Middle School, serving students in grades 5-8; and Tony Gonzalez Elementary, which welcomes our youngest learners from prekindergarten to grade 4.

Our district is home to over 500 students, each benefiting from a curriculum that is both challenging and nurturing, designed to foster academic excellence and character development. SMISD is fully accredited by the Southern Association of Colleges and Schools and the Texas Education Agency, underscoring our commitment to maintaining rigorous standards in education.

At SMISD, we celebrate a legacy of academic achievement, marked by our students' impressive performance in state-mandated testing and our consistent track record of student success. Our educators are dedicated professionals who are committed to creating an environment where every student can thrive and reach their fullest potential.

As we look to the future, SMISD remains devoted to cultivating a community of learners who are prepared to succeed in an ever-evolving world. We are proud to be a cornerstone of educational excellence in our community, nurturing the leaders of tomorrow with the knowledge, skills, and values they need to forge a bright future.

- **Mission:**

Dedicated to Excellence in Education

- **HB3 Goals:**

- The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 38% (2018-2019) to 48% by June 2024.
- 50% of PK students will score on grade level or above using an approved Reading instrument by June 2024.
- The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 33% (2018-2019) to 45% by June 2024.
- 50% of PreK students will score on grade level or above using an approved Math instrument by June 2024.
- The percentage of graduates that meet the criteria for CCMR will increase from 71% (2018-2019) to 80% by August 2024.
- The percent of CCMR students that meet the threshold for CCMR Outcomes Bonus for College Ready will increase from 13% to 21% by August 2024.

Application Process:

The application deadline is **May 24, 2024, at 12:00 noon (local time)**.

Application Requirements:

- A completed application form.
- A detailed letter of interest, specifying qualifications and motivation for applying.
- A one-page statement on philosophy of education administration.
- A current resume or curriculum vitae.
- A copy of Texas Superintendent certification.
- Three reference letters.

All application materials will be held in strict confidentiality. Applicants are advised to refrain from contacting Board members during the selection process. The Board of Trustees solely reserves the final decision in appointment.

Qualifications:

- Superintendent Experience or three years of successful experience in a cabinet level or equivalent position.
- Certified as a Superintendent in Texas.
- Advanced knowledge of Texas school law, finance, curriculum, and accountability, with a focus on the Texas Education Code.
- Proven adaptability as a leader with superior communication skills.
- Minimum of 3 years successful classroom experience.
- Successful Experience as a Campus Principal

Salary and Benefits:

- Highly competitive salary, commensurate with experience and qualifications
- Comprehensive benefits package, unparalleled in the education sector

For additional information or inquiries, please contact the assigned search firm at 956-318-0555 or via email at search@808west.com.

*** Candidates must submit application online at: <https://www.808west.com/current-searches>**



APPLICATION FOR POSITION OF SUPERINTENDENT

Application is due on : MAY 24th, 2024 at 12:00PM (local time)
 Materials received after the deadline will not be considered.
 The Board of Trustees is conducting a confidential superintendent search.
Applications must be submitted online on the search firm’s application portal:
<https://www.808west.com/application>

CONTACT INFORMATION

<i>Prefix</i>	<i>First Name</i>	<i>Middle Initial</i>	<i>Last Name</i>

<i>Street</i>	<i>City</i>	<i>State</i>	<i>Zip</i>

<i>Phone Number</i>	<i>E-Mail</i>

<i>Facebook</i>	<i>Twitter</i>

<i>Instagram</i>	<i>Linked-IN</i>

<i>Tik-Tok</i>	<i>Other:</i>

<i>List All Other Names You Have Used</i>

CURRENT EMPLOYMENT

<i>Employer</i>	<i>Position</i>

<i>Years at Current Position</i>	<i>Years With Current Employer</i>	<i>Current Salary & Benefits</i>

<i>Are you Currently hold a valid Superintendent Certification?</i>	<i>State</i>
<input type="checkbox"/> YES <input type="checkbox"/> NO	

AVAILABILITY & EXPECTATIONS

<i>Expected Salary and Benefits</i>

<i>Date Available to Start</i>	<i>Other Expectations</i>

EDUCATION

Undergraduate Education

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

Graduate Education

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

Professional Education

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

Other Education

<i>Institution</i>	
<i>Degree & Major</i>	<i>Graduation Year</i>

EMPLOYMENT HISTORY

Please provide a comprehensive list of all full-time work experiences, encompassing roles within and beyond the educational sector, starting with your most recent past employment. If required, attach additional pages for extra information. Note that Board Members and References listed will only be contacted after receiving explicit consent from the candidate during the confidential search phase.

<i>Employer</i>		<i>Position</i>
<i>Start Date</i>	<i>End Date</i>	<i>Salary:</i>
<i>District Enrollment Population</i>	<i>Number of Campuses</i>	

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AWARDS & LANGUAGE SKILLS

Awards

<i>Awarding Organization</i>	
<i>Name of Award Received</i>	<i>Year Received</i>
<i>Award Information</i>	

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<i>Name of Award Received</i>	<i>Year Received</i>
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<i>Name of Award Received</i>	<i>Year Received</i>
<i>Award Information</i>	

Language Skills

Do you speak any languages other than English? If so, please state each language and describe your level of proficiency.

<i>Language</i>	<i>Proficiency Level</i>

Professional Publications

Please provide information regarding any Professional Publications you have authored or co-authored.

<i>Title</i>	<i>Publication</i>

QUESTIONNAIRE

Answer Yes or No to the following questions. Attach a brief explanation for any answers which you believe might negatively affect your application including: criminal convictions, professional license discipline, and pending investigations in any state.

- _____ 1. **Previous Educational Employment Inquiry:** Have you ever left any education-related employment, voluntarily or involuntarily, while being the subject of an inquiry, review, or investigation for alleged misconduct or alleged violation of professional standards of conduct?
- _____ 2. **Current Inquiry Status:** Are you currently the subject of an inquiry, review, or investigation for alleged misconduct or alleged violation of professional standards of conduct?
- _____ 3. **Professional Certificate History:** Have you ever had a professional certificate, credential, or license revoked or suspended, or have you been placed on probationary status for any alleged misconduct or alleged violation of professional standards of conduct?
- _____ 4. **License Application History:** Have you ever been denied a professional license for which you applied or granted a license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct?
- _____ 5. **Voluntary License Surrender:** Have you ever surrendered a professional license of any kind before its expiration?
- _____ 6. **Disciplinary Action by Licensing Agency:** Have you ever been disciplined by any public agency responsible for licensure of any kind, including but not limited to educational licensure?
- _____ 7. **Criminal Convictions Related to Education Profession:** Have you ever been convicted of a felony or misdemeanor offense relating to the duties and responsibilities of the education profession, including offenses involving moral turpitude; sexual or physical abuse of a minor or student; illegal conduct where the victim is a minor or student; felony offenses involving controlled substances as defined by Chapter 481, Health and Safety Code, or by 21 U.S.C. Section 801 et seq.; offenses involving illegal transfer, appropriation, or use of school district funds or property; or offenses involving attempts by fraudulent or unauthorized means to obtain or alter a professional certificate or license issued under Tex. Educ. Code chapter 21?
- _____ 8. **Convictions for Offenses Involving Minors:** Have you ever been convicted of a felony or misdemeanor offense for criminal homicide, kidnapping, unlawful restraint, smuggling of persons, trafficking of persons, sexual crimes, assault, or an offense requiring you to register as a sex offender, where the victim of the offense was under 18 years of age?
- _____ 9. **Plea Entry for Specific Offenses:** Have you ever entered a plea of guilty or no contest relative to any charge for an offense listed in questions 7 or 8?
- _____ 10. **Civil Judgments for Personal Misconduct:** Have you ever had any civil judgment or other court order entered against you resulting from abuse, assault, battery, harassment, intimidation, neglect, stalking, or other threatening behavior toward other persons?
- _____ 11. **Substantiated Reports of Abuse or Neglect:** Have you ever been the subject of a substantiated report of abuse or neglect involving a student or minor child?
- _____ 12. **Ongoing Investigations for Abuse or Neglect:** Are you currently the subject of an ongoing investigation related to a report of abuse or neglect involving a student or minor child?
- _____ 13. **Financial Responsibility:** Have you ever filed for bankruptcy or had any financial judgments issued against you in the last 10 years?

AUTHORIZATION & VERIFICATION

I hereby grant permission to all my past and present employers in the education sector to release information regarding: (a) my employment dates; (b) any confirmed reports of child abuse or sexual conduct related to my employment; (c) the dates of these confirmed reports; (d) the criteria for child abuse and sexual conduct used by the education provider at the time of these confirmations; and (e) the definitions of child abuse and sexual conduct employed by my education provider for determining the veracity of these reports. Furthermore, I authorize my former or current education provider employers to disclose any disciplinary records involving crimes specified in Tex. Educ. Code §§ 21.058 and 21.060 for which I have been convicted.

I also authorize my references, former and current employers, educational institutions, and any other parties possessing information about my professional background, educational qualifications, or suitability for employment to share this information with Santa Maria ISD, where I have submitted my job application. I release the school district and all individuals providing such information from any liability for collecting and sharing this information, irrespective of the consequences.

I acknowledge that semi-finalists in this superintendent search may undergo a criminal records check by the school district and a license review by the relevant state licensing agency. The school district may also conduct Internet searches, reference verifications, background investigations, and confirmations of employment as part of this application process.

I certify that the information provided in this application is accurate and complete to the best of my knowledge. I have fully and accurately responded to all questions, withholding no information that might adversely impact my application. I understand that any misrepresentations or omissions in this application, accompanying materials, or during the interview process may result in the rejection of my application or, if employed, immediate termination.

Signed: _____

Print Name: _____

Date: _____

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