

ABOUT THE DISTRICT

Springlake- Earth Independent School District is a chapter 42 district located between the communities of Springlake and Earth in Northern Lamb County. The school facility is approximately 60 miles NW of Lubbock and is the northern most district in Region 17. The district is divided into two campuses—the Elementary-Middle School campus that encompasses grades PK through 8 and the High School that encompasses grades 9 through 12. The faculty turnover rate is extremely low. Academics are the driving force behind the district, which was rated as Recognized by the Texas Education Agency during the 2007-08 school year. The school district is classified by the U.I.L. as a 1-A school district.

Springlake-Earth I.S.D. prides itself in being a progressive district. While the district facilities are older, they have been very well maintained. Recent renovations include A.D.A. compliance construction in all buildings and athletic facilities, a complete renovation of the auditorium, replacement of sidewalks, construction of a new track, etc. The district recently purchased and installed two 50 kw wind turbines to partially power the facilities. The technology infrastructure is sound, with two T1 lines feeding the buildings which are wired with Cat 6 cabling inside the buildings and connected with fiber between the buildings. Moreover wireless connections are available at most locations throughout the district. In addition to the computer labs in every building, and the recently upgraded ITV lab, every classroom in the district was recently equipped with Promethean Active boards with ceiling mounted LCD projectors.

DISTRICT FACTS & FIGURES

Student Enrollment	375
Elem – Middle School (PK – 8)	263
High School (9-12)	112
Student Ethnic Distribution	
African American	3%
Hispanic	60%
White	37%
Professional Staff	42
Total Employees	57
2007-08 Budget	\$3,900,000
2007-08 Tax Rate	\$1.02
Taxable Value	\$47,823,814

PHILOSOPHY OF THE DISTRICT

We believe that a strong work ethic is foundational to the success of any endeavor within which we engage. While we fully recognize the crucial importance of planning and strategy, worth-while endeavors do not happen with precise planning alone—hard work is a must. Life is a series of choices for every individual, and we believe that every student should be instilled with a strong work ethic so that (s)he may choose to employ it throughout a lifetime.

We believe in high expectations for success. We will strive to encourage a climate of expectation in which the staff believes and demonstrates that all students can attain mastery of the essential knowledge and skills (and make the conscious choice to work to do so) to accomplish the task at hand. For this to be most effective, first, teachers must recognize that high expectations for student success can happen effectively only when teachers have high expectations for self. Second, the school organization must assure that teachers have access to the necessary “tools” to help them achieve successful learning for all students. Third, the school, as a cultural organization, must recognize that it must be transformed from an institution designed for “instruction” to an institution designed to assure “learning!” (Lezotte, 1991).

We believe that to optimize the total school experience, everybody associated with the school must have pride in self, school, family, and community. As a human race, we take pride in our accomplishments and successes. We tend to work harder for the things that are important to us. Thus, the greater the pride that we collectively take in the school as an organization, the greater the levels of success we will all enjoy.

We believe strongly in the importance of character. We are strongly of the opinion that an organization with a safe and orderly environment filled with disciplined people who exhibit the highest levels of character is one that develops a culture of success. This is a move beyond the elimination of undesirable behavior to a cooperative and collaborative environment where character is exhibited, voices are heard, and good choices and decisions are made.

We value the importance of goal-driven activities where success resulting from hard work, guided by high expectations, can be measured and celebrated by the disciplined individuals on the team that made it happen. Goals by their very nature build in a level of accountability that goes hand in hand with high expectations.

ANNOUNCEMENT OF VACANCY SUPERINTENDENT OF SCHOOLS



SPRINGLAKE-EARTH INDEPENDENT SCHOOL DISTRICT

P.O. BOX 130
EARTH, TX 79031
806-257-3310

www.springlake-earth.org

THE VACANCY

The Springlake-Earth ISD Board of Trustees announces a vacancy in the position of Superintendent of Schools. This job has a history of stability. The opening is created by the resignation of Dr. Gary Bigham after accepting a full time position as an assistant professor in the Educational Leadership department at West Texas A & M University. The district is both academically and financially strong. The board is supportive of the students and faculty and encourages progressive programs. Applications are being solicited from qualified persons wishing to be considered as candidates.

BOARD OF EDUCATION

- Mark Parish - Board President
- Kevin Riley - Board Vice President
- Brenda Williams - Board Secretary
- Frank Mendoza - Member
- Albert Daniel - Member
- Bob Jones - Member
- David Bagwell - Member

MAIL OR EMAIL APPLICATION TO:

**DR. GARY BIGHAM
SPRINGLAKE-EARTH ISD
P.O. BOX 130
EARTH, TX 79031**

gbigham@springlake-earth.org

SELECTION TIMELINE

Application Deadline: Applications will be received until position is filled.

Screening will begin:	April 21
Interviews will begin:	week of May 5
Lone Finalist announced:	May 19
New Superintendent/CEO announced:	June 9
Assume Position:	July 1

*** *The proposed timeline may vary depending upon the quality of applicants.***

APPLICATION PROCESS

Administrators who wish to be considered for the position should submit all of the following:

- Letter of Application
- Current Resume
- Transcripts Verifying Academic Degrees
- SBEC Certifications

Leading candidates will be interviewed by the Board. Applicants should not make personal contact with members of the Board.

Applications will be confidential prior to selection of the finalist.

CONDITIONS OF EMPLOYMENT

Springlake-Earth ISD is committed to providing a benefit package commensurate with experience and skills.

Salary - Negotiable

Contract - Two year

Travel - All reasonable expenses

Professional dues - Reasonable dues

Moving expenses - Negotiable

Campus Housing - Available

POSITION RESPONSIBILITIES

The Superintendent is the chief executive office and professional advisor to the seven-member Board of Trustees. As such, the Superintendent is charged with general supervision of the operation of the schools of the District. The Superintendent is responsible for supervision of all areas of personnel, instruction, campus management, finance, district operations, and plant management.

QUALIFICATIONS

The District is seeking a Superintendent who can oversee the District's academic programs in pursuit of the goal of excellence and equity for all students. Commitment to extensive involvement in school and community activities is essential. Other qualifications to be considered:

* SBEC Certification as a Superintendent or ability to obtain certification in a timely manner

* Comprehensive knowledge in the areas of school finance, instruction, personnel, and applicable state and federal laws relating to public education.

* Ability to communicate openly and effectively with the Board of Education, district personnel, and the community to enhance understanding and support of the schools.

* Experienced in planning and over-seeing maintenance of education facilities.

* One who has a proven record of personal attributes including strong work ethics, integrity, courage, stability under pressure, flexibility, good judgement, and good physical health.

* A teamplayer who is willing to support and help improve the positive attributes already in place in the district.