

**South Texas ISD**

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# **Chief of Police**

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**Work with STISD!**

**Recruitment Brochure**







## The Opportunity:

South Texas Independent School District (STISD) is pleased to announce the recruitment and selection process for the District's first Chief of Police. STISD seeks an experienced law enforcement professional to direct and manage the STISD Police Department. The Chief of Police will strengthen the District's operations in the areas of safety and security through servant leadership, integrity, high ethical standards, and the respectful treatment of all.

## The Rio Grande Valley Community:

At the southernmost tip of Texas, along the border between Mexico and the United States, four counties come together to form the region known as the Rio Grande Valley, or RGV, for short.

One of the fastest growing areas in the country, the RGV attracts families and visitors alike through its year-round warm and sunny weather, beautiful natural environment, laid back culture, and excellent quality of life.

From the palm trees signaling you've entered the region to the friendly people who call this place "home," the Valley is welcoming and easy to love.



It is known for the destination beaches of South Padre Island, the innovation of its SpaceX Starbase, and the wildlife preserves attracting birders from around the world. The RGV boasts a rich multicultural population, and an abundance of opportunities for sport, leisure, and shopping, as well as historical and cultural sites.

With a modern infrastructure, growing economy, high standard of living, and one of the lowest costs of living in the country, the RGV is an ideal place to settle down. Residents also enjoy access to high-quality educational options, including some of the top-ranked schools in the state and country, providing preparation for college, career and life.







## The STISD Community

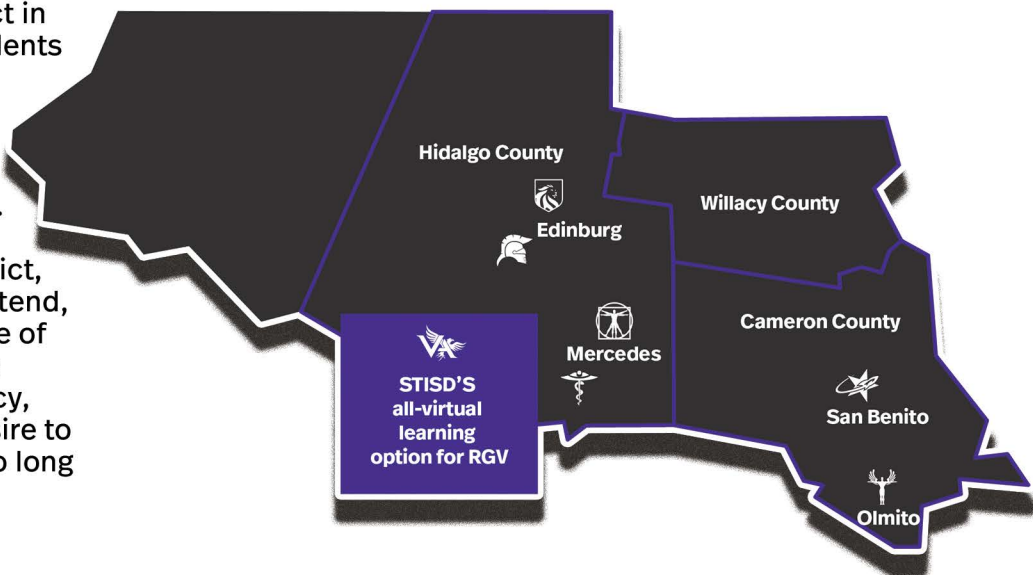
South Texas Independent School District (STISD) serves middle school and high school students who live along the southernmost tip of Texas, the region known as the Rio Grande Valley. The district stretches over three counties, Cameron, Hidalgo and Willacy, and overlaps 28 other school districts, an area of 3,643 miles.

STISD is comprised of seven magnet schools throughout the Rio Grande Valley:

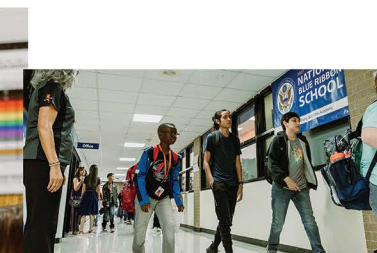
- South Texas ISD Health Professions | Mercedes | 9-12
- South Texas ISD Medical Professions | Olmito | 9-12
- South Texas ISD Preparatory Academy | Edinburg | 6-8
- South Texas ISD Rising Scholars Academy | San Benito | 6-8
- South Texas ISD Science Academy | Mercedes | 9-12
- South Texas ISD World Scholars | Edinburg | 9-12
- South Texas ISD Virtual Academy | RGV | Currently 6-11 (will serve 12th-graders in 2024-2025)

The only all-magnet school district in the state, STISD offers Valley students an educational alternative. STISD schools provide a personal environment, a strong scholastic program and hands-on training in various professional career fields.

Because it is a public school district, there is no cost for students to attend, and bus transportation is also free of charge. Best of all, STISD schools maintain an open enrollment policy, meaning any student with the desire to learn and work hard can attend so long as he or she resides within the tri-county area.



At STISD, we provide opportunities for college- and career- preparation for all students, competitive academic and sports programs, and a support community of world-class administrators, faculty and staff that are consistently ranked among the best in the state and nation.





## The Position:

The Chief of Police is responsible for directing and coordinating efforts to grow the safety and security program of STISD and coordinate law enforcement activities in compliance with Federal, State, and Local laws, regulations and ordinances.

This individual will provide strategic leadership and vision for STISD to support the organization's mission and strategic plan.

The Chief of Police reports to the Superintendent of Schools and is a member of the Superintendent's Cabinet Team.

## The Ideal Candidate:

The Chief of Police is a new position established at South Texas Independent School District to strengthen district operations in the areas of safety and security. Designed to lead and manage the efforts district wide, STISD is seeking an individual with expertise in law enforcement and familiarity with the policies, issues, and trends in school safety.

As this position is responsible for guiding, developing, and supporting a security team, the ideal candidate will bring to the table a deep working knowledge of policing practices, along with a commitment to professional development, training, and growth of all personnel.

This individual has high moral and ethical standards, and a passion for helping others. Community-oriented, he or she is a team player, who can communicate effectively and build relationships with people from all different stakeholder groups, both inside and outside of the district. As a leader at STISD, this position will represent the district and foster collaboration with agencies throughout the communities served.

The ideal candidate can handle stressful situations and juggle multiple projects and initiatives within a fast-paced environment. Given the unique nature of the district, the ideal candidate will be quick to accept challenges and be able to problem solve and think creatively.

STISD needs a leader who will establish trust and credibility with our school community, set the tone for our law enforcement partners, and provide clear recommendations to the Board and Superintendent about school safety. The Chief of Police will have clear defining roles in responding to a range of issues while on campuses and will serve as a positive resource to school administrators, teachers, students, and parents.

## Minimum Qualifications:

[Full Job Description](#)

### Education/Certifications:

- Bachelor's Degree required with a major in criminal justice, emergency planning, public administration, education, or a related discipline preferred; Equivalent training such as FBI National Academy, Senior Management Institute for Police (SMIP), LEMIT Leadership Command College, School of Staff and Command, or other senior leadership training may be considered in lieu of a bachelor's degree.
- Texas Commission on Law Enforcement (TCOLE) Master Peace Officer Certificate.

### Experience:

- Ten (10) years law enforcement experience with at least Five (5) years of command level management/supervision responsibilities. Emergency management or campus safety and security planning experience preferred.





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- Excellent benefits package, including health, dental, vision, long-term disability, Term Life Insurance
- 100% Employee Coverage in health and dental
- 226-day schedule, with holidays and paid time off, mileage, opportunities for growth and professional development paid for by the district

## Apply for an opportunity to be STISD's Chief of Police

### Application Process

- Step 1: Create an Account
- Step 2: Complete Application
- Step 3: Apply Online (Resume is Required)

Please note: The position is open until filled

**Apply**

### For more information on the position or the application process, please contact:

Lissa Frausto, STISD Assistant Superintendent for Human Resources | 956.514.4226 | [lissa.frausto@stisd.net](mailto:lissa.frausto@stisd.net)

Lisa Womack, Chief of Police (Retired), LGW Consulting, LLC | 817.247.7344 | [chiefalisa@gmail.com](mailto:chiefalisa@gmail.com)

*STISD is an Equal Opportunity Employer. No person shall, on the basis of race, religion, national origin, color, age, sex, handicap or veteran status be excluded from participating in, be denied the benefits of, or be subjected to discrimination under any educational program or activity of South Texas Independent School District, as required by Title IX of the U.S. Department of Health, Education, and Welfare, and the above requirements extended to employment by the South Texas Independent School District and to admission thereto.*

*In accordance with Title IX, the district does not discriminate on the basis of sex and is required not to discriminate on the basis of sex in its educational programs or activities. The requirement not to discriminate extends to employment. Inquiries about the application of Title IX may be referred to the district's Title IX coordinator, to the Assistant Secretary for Civil Rights of the Department of Education, or both.*

*Inquiries about the application of Title IX to employment should be referred to Title IX Coordinator, Lissa Frausto, Assistant Superintendent for Human Resources, 7001 E. Expressway 83, Mercedes, TX 78570, [lissa.frausto@stisd.net](mailto:lissa.frausto@stisd.net), and 956-514-4225*

### Connect with STISD online:

[www.stisd.net](http://www.stisd.net)

Facebook: /SouthTexasISD  
 Instagram: @southtexasisd  
 Twitter (X): @southtexasisd  
 YouTube: @mystisd

