SIERRA BLANCA ISD

Superintendent of Schools

Job Posting

The Sierra Blanca ISD Board of Trustees is seeking an educational leader to serve as the Superintendent of Schools. The successful candidate must possess the following characteristics and qualifications:

- Possess a Texas Superintendent Certification;
- A professional educator with experience as a teacher and administrator with high standards with a minimum of three (3) years of administrative experience; Superintendent experience preferred;
- A responsible supervisor who demonstrates knowledge of school finance and budget management experienced in sound management practices, with appropriate planning and decision-making skills;
- A fair manager who has demonstrated skill in supervising employees at all levels including establishing goals, completing evaluations, and stimulating growth while fairly implementing personnel policies, procedures, and practices in order to recruit and retain the highest quality staff for Sierra Blanca ISD;

- A forward-thinking individual who can develop and recommend to the Board long-range plans regarding population trends, student/community needs, staffing, and current trends in order to plan for new or renovation of existing facilities with experience dealing with school construction preferred.
- An innovative leader with high expectations for Sierra Blanca ISD students, faculty, and staff, and the desire to take a great school and make it even better;
- An effective delegator who empowers staff members to carry out their responsibilities independently while remaining knowledgeable and accountable for the District's overall progress in carrying out its mission;
- An energetic individual who possesses excellent interpersonal, communication, and political skills to assume an active leadership role in the city, region and state on funding, infrastructure and other education-related issues while handling the challenges of growth, finances and political influence;
- A community leader with a reputation as an honest, approachable, ethical, and enthusiastic personality who is involved in and visible throughout the District and community;
- An excellent communicator with superior interpersonal skills who can make and defend difficult decisions that are best for students and the school district; and
- A progressive thinker willing to integrate new ideas and technological concepts into the District;

CONDITIONS OF EMPLOYMENT

SALARY AND BENEFITS: NEGOTIABLE

CRIMINAL HISTORY/BACKGROUND: REQUIRED

FINGERPRINTING: REQUIRED

RESIDENCE REQUIREMENT: NEGOTIABLE, BUT PREFERRED

APPLICATION FILE SHOULD INCLUDE:

- Letter of Interest
- Current Resume
- List of References
- Verification of Superintendent Application
- Copies of Certificates

APPLICATION PACKETS SHOULD BE ELECTRONICALLY SUBMITTED TO:

dengle@sierrablancaisd.net subject line should read "Sierra Blanca ISD Application"

If you prefer to have hard copies mailed, please send to:

Sierra Blanca ISD
ATTN: Debbie Engle
PO Box 308
Sierra Blanca, TX 79851

Application Deadline: November 2, 2026 Desired Beginning Date: January 4, 2027

All applications will be treated confidentially and only the Lone Finalist will be revealed. The final selection and appointment is the sole responsibility of the Board of Trustees. All personnel of the Sierra Blanca Independent School District are employed without regard to race, color, religion, sex, disability, age, or national origin.

VERIFICATION FOR SUPERINTENDENT APPLICATION

Please attach a brief explanation for any circumstances arising from the questions below that you are unable to initial. I hereby certify that none of the listed conditions have occurred by initialing each of the following:

_I have never left any educational school-related employment, voluntarily or involuntarily, while the subject of an inquiry, review, or investigation of alleged misconduct or alleged violation of the professional standards of conduct or had reason to believe such investigation was imminent.

_I am currently not the subject of an inquiry, review or investigation for alleged misconduct or alleged violation of the professional standards of conduct.

_I have never failed to complete a contract for educational services in any educational or school-related position because of any alleged misconduct or alleged violation of the professional standards of conduct. I have never had a professional certificate, credential or license of any kind revoked or suspended, nor have I been placed on probationary status for any alleged misconduct or alleged violation of the professional standards of conduct. _ I have never been denied a professional license for which I applied or was granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of the professional standards of conduct.

_I have never surrendered a professional license of any kind before its expiration. _I have never been disciplined by any public agency responsible for licensure of any kind, including, but not limited to, educational licensure.

_I have never been convicted or been granted conditional discharge by a court for any: (a) felony, (b) misdemeanor, or (c) major traffic violation, such as: driving under the influence of intoxicants or drugs; reckless driving; fleeing from or attempting to elude a police officer; driving while my license was suspended, revoked or used in violation of any license restriction; or failure to perform the duties of a driver or witness at an accident.

_I have never entered a plea of guilty or no contest relative to any charge for an offense listed in the question above.

_ I have never had any civil judgment or other court order entered against me resulting from abuse, assault, battery, harassment, intimidation, neglect, stalking or other threatening behavior toward other persons. I have never been the subject of a substantiated report of child abuse or sexual misconduct involving a K-12 student or minor child.

_I am currently not the subject of an ongoing investigation related to a report of suspected child abuse or sexual misconduct (involving a K-12 student or minor child).

CERTIFICATION OF VERIFICATION

The information that I have provided in this Verification of Superintendent Application is true and accurate to the best of my knowledge. I have answered all of the questions to the best of my ability and I have not knowingly withheld information that would negatively affect my application. Any misrepresentations or omissions of fact in this application, any materials submitted with this application, or during interviews may be cause for rejection of this application or subsequent dismissal from employment, if hired.

I hereby authorize all my current and former employers who are education providers to disclose the (a) dates of my employment; (b) whether I was the subject of any substantiated reports of child abuse or sexual misconduct related to my employment; (c) the dates of any substantiated reports; (d) the definitions of child abuse and sexual misconduct used by the education provider when the determination was made that any reports were substantiated; and (e) the definitions of child abuse and sexual misconduct used by my education provider employer to determine whether any reports were substantiated.

I authorize my listed references, current and past employers and educational institutions, and anyone else who has information about my work history, education qualifications, or fitness to perform the position of superintendent to provide such information to the school district for which I have completed an employment application. I release the school district and all persons providing this information to the school district from any liability whatsoever for obtaining and providing that information, regardless of the results.

I acknowledge that finalists in this superintendent search may be subject to criminal records check by the school district and a license review through the Texas Teacher Standards and Practices Commission or any other relevant state licensing agency related to my employment.

I acknowledge that the school district may conduct an Internet search, reference checks, background investigations and confirmation of employment as a part of this application.

_____ _____ _____

Signature of Applicant Printed Name of Applicant Date

SUPERINTENDENT SEARCH TIMELINE

SIERRA BLANCA INDEPENDENT SCHOOL DISTRICT

November 2, 2026	Applications Due
November 9, 2026	Review Resumes
November 16, 2026	First Round of Interviews
December 7, 2026	Final Round of Interviews
December 14, 2026	Name Lone Finalist