

Silverton Independent School District Superintendent Search

CONSULTANT INFORMATION

Region 16 will assist the Silverton ISD Board of Trustees with the search process. Search Consultants are:

Dr. Nathan Maxwell, Associate Executive Director, Region 16 ESC

Troy Seagler, Senior Director of Field Services, Region 16 ESC

Jamie Copley, Field Service, Region 16 ESC

COMMUNITY INFORMATION

Silverton Independent School District (SISD) stands as a beacon of educational excellence in the heart of Texas. With a steadfast commitment to fostering student success, SISD seeks a visionary and dedicated superintendent to lead the district into its next chapter of growth and achievement. The district is renowned for its strong sense of community, where educators, parents, and students collaborate to create a supportive learning environment. SISD boasts a track record of academic excellence, focusing on innovative teaching methods and a comprehensive curriculum that prepares students for a dynamic future. The ideal candidate will find in SISD a community that values education as the cornerstone of progress and the opportunity to make a lasting impact on students' lives.

The Silverton ISD superintendent role offers a unique chance to lead a district that prioritizes academic excellence and holistic student development. With state-of-the-art facilities, a dedicated teaching staff, and a supportive community, the incoming superintendent will find the resources and encouragement needed to implement visionary initiatives. SISD's commitment to fostering a diverse and inclusive learning environment aligns with the vision of a superintendent who values equity and believes in empowering students to reach their full potential. As Silverton ISD looks toward the future, the district seeks a dynamic leader who will champion innovation, collaboration, and student success, ensuring that SISD continues to be a model for educational excellence in Texas.

DISTRICT INFORMATION

Silverton Independent School District (ISD) serves as the academic and social cornerstone for Briscoe County, operating as a consolidated Pre-K through 12th-grade campus. As of the 2025–2026 school year, the district maintains an intimate learning environment with an enrollment of approximately **204 students**. This small student body is supported by a dedicated staff of roughly **40 employees**, including about 20 classroom teachers. This creates a low student-to-teacher ratio of roughly 11:1, allowing for the personalized, "private school feel" in a public setting that the district prides itself on.

Academically, Silverton ISD has a long-standing reputation for excellence. In the most recent Texas Education Agency (TEA) accountability ratings released in late 2025, the district earned a **final academic grade of an A**. This rating reflects high marks across three key domains: Student Achievement, School Progress, and Closing the Gaps. The district consistently outperforms state averages in STAAR testing, particularly in Science and Social Studies, where passing rates often exceed 85–90%.

Beyond the classroom, the district is the heartbeat of local pride, centered around the **Silverton Owls**. Pertinent to its rural identity, the school offers robust programs in agricultural education and FFA, alongside competitive UIL academic and athletic teams. The school recently updated its facilities and maintains a rigorous bell schedule that includes an "8th period" designed for specialized instruction and extracurricular support. With a 100% graduation rate and a strong emphasis on "Excellence in Education," Silverton ISD remains a primary draw for families moving to the area.

DEMOGRAPHICS - 2024-25 TAPR

- Total Enrollment - 201 Students
 - 39.3% Hispanic; 59.2% White; 1.5% Multiracial
- Eco. Dis. 51.2%
- Student to Teacher Ratio – 11/1
- Average Teacher Experience – 11.1 years
- Average Teacher Salary - \$51,677

OTHER INFORMATION

- 2024-25 Accountability rating of "A."
- Silverton ISD had a FIRST rating of "A."
- Silverton ISD Budget is approximately \$3.0 million (Fund Balance - \$4.2 Million)
- Taxable values as of 2025 - \$73,985,000
- The M&O tax rate for 2025-26 was \$0.6669 per \$100 of property valuation
- The I&S tax rate for 2025-26 was \$0.2713 Per \$100 of property valuation

Silverton ISD Superintendent Profile

Vision

He or she works with the board of trustees to establish a clear vision, goals, and objectives for the district and create a sense of purpose that motivates everyone to achieve the shared goals you've determined.

A well-rounded vision should encompass multiple aspects of education, including:

- Community engagement
- A student-centered approach
- Professional development
- A safe and supportive environment

Communication

He or she must make a concerted effort to communicate the district's needs and accomplishments in various formats: through written reports, communication with the media, public meetings, and attendance at school events.

He or she must communicate with board members, administrators, faculty, parents, and students to:

- Build Trust
- Align Goals
- Resolve Conflicts

He or she must recognize how their policies and activities impact many distinct groups: students, staff, community members, and more. He or she must be willing to hear and validate each group's concerns to create solutions that produce positive outcomes for everyone in the district.

Leadership

He or she must possess strong leadership skills to uphold effective district-wide management. He or she is knowledgeable of the best practices for maximizing student achievement and supports teachers in the district.

To ensure alignment with core beliefs and goals, he or she must have a functional understanding of various operational systems in education, including mechanics of transportation, food services, HR, and special education.

Demonstrate organizational leadership in other tasks, such as:

- Establishing a positive culture across the district.
- Making critical decisions.
- Motivating and inspiring administrators, teachers, and other faculty members to continually improve.
- Ensuring organizational coherence and utilizing the team’s capabilities.
- Directing the administrators to accomplish the goals of the district, monitoring their progress, and evaluating their performance.
- Building strong relationships and teamwork among the executive team, administrative staff, and teachers

Strategic Planning and Operational Flexibility

He or she must be able to develop short-term and long-term goals to accomplish the district's shared vision. This includes appropriately allocating resources, adapting to ever-changing circumstances, and ensuring measurable progress. As circumstances change, He or She must adapt to changes in board leadership, state and local funding, and community needs.

Fiduciary Acumen

He or she must have experience creating and managing a multi-faceted budget to maintain sound financial security. Able to adjust to changing budgetary requirements and restrictions as dictated by regulatory agencies or changes in the community tax base.

How to Apply

If interested, please submit the following documents to troy.seagler@esc16.net with the subject line “Silverton ISD Position” by 5:00 p.m. CST on **March 24, 2026**:

- Letter of Interest
- Resume
 - Complete work history
 - Educational background
 - List of all relevant certifications
 - Transcript
- List of references (minimum of 4)
 - Addresses
 - Job Description
 - Daytime or cell phone number
- Copy of Certifications
- College Transcripts

Salary/Benefits:

Salary is negotiable and commensurate with experience and success.

Housing: Possible housing available

All inquiries should be directed to:

Troy Seagler - troy.seagler@esc16.net - 806-677-5087, 806-736-0133 or

Jamie Copley - jamie.copley@esc16.net - 806-281-4173.

Timeline for Silverton ISD Superintendent Search

(All dates other than the Application Deadline are flexible)

Post Position for Superintendent: February 24, 2026

February 24, 2026	Superintendent Opening Posted
March 24, 2026	Final Day for Applications
March 26, 2026	Board Select Top Candidates
April 6 - 7, 2026	First Round Interviews
TBD	Second Round Interviews (if necessary)
April 21, 2026 period)	Finalists Named (minimum 21-day waiting
May 12, 2026	Hire New Superintendent
June 2026	Start Date (Negotiable)