

Texline Independent School District Superintendent Search

CONSULTANT INFORMATION

Region 16 will assist the Texline ISD Board of Trustees with the search process.

Search Consultants are:

Dr. Lynn Pulliam, Senior Director of Operations & Field Services, Region 16 ESC

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

Mrs. Jamie Copley, Field Services Specialist, Region 16 ESC

Dr. Tanya Larkin, Executive Director, Region 16 ESC

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

COMMUNITY INFORMATION

Located in the far Northwestern corner of the Panhandle, Texline is a quiet, rural community of approximately 500 residents. True to its name, the town sits just inside Texas' border with New Mexico. Due to an 1859 survey error, the border was drawn several miles too far west. This mistake technically placed Texline in Texas, though it sits on land originally intended for New Mexico. It is also one of the few places where you are minutes away from three states: Texas, New Mexico, and Oklahoma.

Founded as a railroad division point in 1888 on land formerly belonging to the legendary XIT Ranch, Texline served as the first seat of Dallam County until 1903.

The community remains deeply tied to the land, with a workforce concentration in farming and ranching. Texline also serves as the main gateway to the mountains of Northern New Mexico and Colorado.

DISTRICT INFORMATION

Spanning over 600 square miles in the Northwest Texas panhandle, Texline Independent School District (ISD) serves approximately 225 students from pre-kindergarten through 12th grade. All the district's schools are conveniently located on a single campus. The focal point of the community, Texline ISD is committed to providing a quality education by leveraging a dedicated instructional staff.

As Texline ISD embarks on the search for a new superintendent, the community holds certain values and expectations dear. They seek a leader who will not only manage the district effectively but also become an integral part of the community. This means being

visible, accessible, and actively involved in local events, building strong relationships with residents, and communicating openly with parents and community members.

The community is deeply committed to its students and expects the new superintendent to share this commitment. A strong focus on student achievement, well-being, and success is paramount. This includes supporting teachers, providing necessary resources, and fostering a positive and enriching learning environment.

Texline takes pride in its small-town atmosphere and values. The community desires a superintendent who appreciates and seeks to preserve this unique character and the strong sense of school spirit that permeates the town.

Fiscal responsibility is another key expectation. The community values transparency, accountability, and sound financial management of the school district's resources. They seek a leader who will make responsible decisions about budgeting and spending, ensuring the district's long-term stability.

Strong leadership and a clear educational vision are essential. The ideal candidate will have the ability to lead and inspire, setting a course for the future of the district with a focus on continuous improvement and innovation. Collaboration and teamwork are also highly valued. The superintendent must be able to work effectively with the school board, administrators, teachers, and staff, fostering a collaborative environment where input is valued and consensus is built.

DEMOGRAPHICS

- Total Enrollment - 223 Students
 - 44.4% Hispanic; 52.9% White; 0.9% American Indian; 1.8% Two or More Races
- Eco. Dis. 63.2%
- Average Teacher Experience – 14 years
- Average Teacher Salary - \$59,569

OTHER INFORMATION

- Texline ISD has a FIRST Financial Accountability Rating of “A”
- Texline ISD Budget is approximately \$3.6 million
- Taxable values as of 2025 - \$222,808,129
- The M&O tax rate for 2025-26 is \$0.8238 per \$100 of property valuation
- The I&S tax rate for 2025-26 is \$0.0616 per \$100 of property valuation

Texline ISD Superintendent Profile

Vision

The new superintendent will work 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

The new superintendent 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

The new superintendent 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

The new superintendent 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 the 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

The new superintendent 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.

Financial 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 combined as **ONE PDF DOCUMENT** to lynn.pulliam@esc16.net with the subject line "Texline ISD Position" by 5:00 p.m. CST on

March 6, 2026:

- Letter of Interest
- Resume
 - Complete work history
 - Educational background
 - List of all relevant certifications
 - Transcript
 - Completed application verification form
- 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.

Moving Expenses: Reasonable moving expenses may be negotiated.

All inquiries should be directed to:

Dr. Lynn Pulliam - lynn.pulliam@esc16.net - 806-677-5023 or

Troy Seagler - troy.seagler@esc16.net - 806-677-5087

Timeline for Texline ISD Superintendent Search

(All dates except Application Deadline and 21-day waiting period are flexible)

Post Position for Superintendent: February 6, 2026

February 6, 2026	Superintendent Opening Posted
March 6, 2026	Final Day for Applications
March 16, 2026	Board Select Top Candidates to Interview
March 18-19, 2026	First Round Interviews
March 30-31, 2026	Second Round Interviews (if necessary)
April 2, 2026	Name Lone Finalist (21-day waiting period)
April 24, 2026	Hire New Superintendent
May 2026	Start Date (negotiable)