

Community Profile

The Penelope Independent School District is nestled in a small, rural community just outside of Waco. It boasts an active and supportive community that is primarily agricultural in nature. The quiet rolling hills, expansive farms and seemingly sleepy community belies the fact that the Penelope school is forward-thinking and extremely competitive. In 2017-2018 alone, Penelope ISD claimed the Texas Six Man Coaches Association president, the Texas Vocational Ag Teachers Association of Texas (VATAT) and the Texas State FFA President.

The Penelope Independent School District serves the communities of Penelope and Birome and covers approximately 55 square miles. The school district also welcomes students from outlying communities. It is located 10 miles east of West and approximately 25 miles northeast of Waco.

Many of the teachers and staff are longtime and integral members of the community, many of whom are former Penelope School graduates and returned to give their shared enthusiasm for this small school that's got a big appetite for learning.

About the Position

The Penelope Independent School District School Board is seeking a highly-qualified educational leader with successful small-school experience in education administration to serve as superintendent. The successful candidate should exhibit the following qualities and qualifications:

1. Success in servant leadership roles with students, staff, community and professional peers;
2. Can successfully lead student-centered learning;
3. Experience with rural schools required;
4. Strong management skills; and the desire and ability to motivate and innovate, taking the advantage of the district's strengths especially with the established programs, marketing strategies and current culture;
5. Ability to motivate and support others and significantly involve them in the decision-making process;
6. Ability to communicate effectively, both orally and in writing;
7. Scholarship, intelligence and excellent ability to plan and organize;
8. Training, experience and success in personnel selection, evaluation and development;
9. Knowledge of curriculum development, implementation and evaluation;
10. Knowledge of business and support service systems with facility planning and accountability;
11. Experience in administering collective bargaining agreements;

12. Experience and/or knowledge with school budgeting processes;
13. Understands and articulates the system of public school governance and differentiate between policy-making and administrative roles.

The Board will offer a competitive compensation package to the successful candidate. The successful candidate must hold, or be eligible for, a current Texas superintendent's certification.

District Profile

The Penelope Independent School District serves approximately 215 students in grades PreK-12. The District employs a staff of approximately 20 licensed staff, 17 classified staff and six confidential/supervisory staff and projects a general fund budget of approximately \$3 million for 2018-19.

The District operates the only licensed small school daycare in Hill County and accepts students from throughout the area. The small school climate and equally small class sizes allow the staff to focus teaching on individualized and responsive instruction that adapts to students' needs. Boasting one of the strongest agriculture and FFA programs in the State, the district has programs in metal, horticulture and animal husbandry.

Open for Applications: September 1, 2018
Closing Date: September 21, 2018

For questions regarding the application process, contact:

Scot Kelley, Penelope ISD Superintendent

[Scot Kelley Email](#)

All applications must be in Microsoft Word or PDF format. These materials must be submitted via email as attachments to Scot Kelley, Penelope ISD Superintendent, by 5 p.m. on September 21, 2018.