

THE COMMUNITY

Hale Center, Texas, has been named “The Town Too Proud To Die” due to the survival of a grasshopper plague, a severe drought, and then a tornado in 1965 that destroyed an elementary school and the downtown businesses of the community. The community was established in 1893 when the two small settlements of Hale City and Epworth moved buildings from each town a short distance and formed Hale Center. The name was derived from the fact that the town is located at the geographical center of Hale County. Located 35 miles north of Lubbock and 12 miles south of Plainview on Hwy. 27, the central location provides easy access to all the opportunities and services of large cities and the solitude of quiet country living.

Hale Center operates under a general law charter and has a Mayor-Council form of government. The City’s water supply comes from nine deep wells with a large pumping capacity. The City maintains a four-person police force and a volunteer Fire Department and Emergency Medical Service. The Hale Center Beautification Association has been instrumental in creating the Gazebo/Memorial Plaza, Military Memorial Plaza and numerous historic murals painted by local artists.

THE DISTRICT

Hale Center Independent School District (ISD) serves a diverse population of students from pre-kindergarten to grade 12 on three campuses. Hale Center ISD is fully accredited by the Texas Education Agency (TEA) and is a TEA *recognized* school district for the 2002–03 school year. Hale Center ISD was credited as the number one Top Small Effective School by the Texas Association of Community Schools in 1999. The district continues to promote students through UIL academics and athletics, winning state honors the past eight years in various academic programs and state honors in the FFA program and the Student Government Association.

Hale Center ISD is a world class school. The district’s goal is to ensure that all children within the district have access to a quality education that enables them to achieve their full potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation.

BOARD OF TRUSTEES

Elias Moralez President
 Zane Ellis Vice-President
 Diana Trevino Secretary
 Danny Ginn..... Member
 Melinda Horsford Member
 C. H. Keeton Member
 Jack Needham Member

DISTRICT FACTS AND FIGURES

Current year budget\$5,489,400
 Revenue sources
 Local\$945,782
 State\$3,823,343
 Federal\$720,275

Taxable value \$59,944,507
 Tax rate
 M&O 1.50 per 100
 I&S none

Student enrollment
 Elementary school253
 Middle school172
 Senior high school.....173
 Attendance 96 percent
 Student ethnicity
 Anglo26 percent
 Black5 percent
 Hispanic.....69 percent
 Staff
 Administrators5
 Business Manager1
 Counselors2
 Teachers62
 Auxiliary47

2004 IMPORTANT DATES

Planning meetingFebruary 2
 Profile developmentFebruary 12–13
 Profile report to Board.....February 19
 Application deadline March 31
 Review applications April 13
 Initial interviews April 15–17
 Prepares for
 follow-up interviews..... April 19
 Follow-up interviews April 22–24
 Board visits finalist's
 home district.....April 27–28
 Board names finalist April 29
 Board votes to hire
 superintendent May 20
 Superintendent reports
 to district on or before July 1

MISSION STATEMENT

It is the mission of the Hale Center Independent School District to provide a comprehensive education that will prepare our students to become effective, responsible citizens.

QUALIFICATIONS AND CHARACTERISTICS

The superintendent, as chief executive officer, is accountable to the Board of Trustees, which expects the superintendent to be the education leader of Hale Center ISD. The superintendent works closely with the Board of Trustees to develop and implement policies and programs designed to carry out the district’s mission.

In concert with the staff, students, parents, and community, the Board of Trustees has identified certain characteristics and qualifications as highly desirable in a superintendent:

- Is an effective communicator with superior interpersonal skills who can make and defend difficult decisions that are best for students

- Demonstrates a successful record of fiscal planning, management, and projecting future needs
- Is an education leader with a comprehensive view of education, has proven successful in increasing achievement levels of all students, and has a firm commitment to the full development of all children
- Is able to work in partnership with a Board of Trustees; provide timely and accurate information about the district; present sound recommendations for action; and build a climate of candor, mutual trust, and cooperation
- Is a visionary leader with the ability to build broad consensus in support of district goals and plan strategically to ensure the development of education programs and the use of the district's facilities, resources, and personnel effectively
- Has a broad spectrum of successful experience including teacher and administrator in a district like Hale Center ISD
- Is a motivational leader who is attentive to staff and faculty morale and has proven ability in building an effective management team engaged in collaborative planning, problem solving, and decision making
- Is 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
- Is skilled in being involved with community groups and organizations and is able to effectively present the goals of the district to gain support
- Possesses and exemplifies high moral standards and personal ethics with a background of complete integrity
- Demonstrates a management style that is open and inclusive of staff and community

APPLICATION INFORMATION

Only the name of one candidate will be made public. Applicants are to apply or express interest through the online application process. Enter www.tasb.org/ess in the Internet browser for easy access.

Please address all communication and inquiries to executive.search@tasb.org

Executive Search Services
Texas Association of School Boards
7703 N. Lamar Blvd.
Austin, Texas 78752-1027



HALE CENTER

Independent School District

Equal Opportunity Policy. *Hale Center ISD does not discriminate on the basis of race, religion, sex, age, national origin, marital or veteran status, or handicap in admission or access to, or treatment or employment in, its programs and activities in compliance with applicable federal and state laws.*



Texas Association of School Board

**Announcement of Opening:
Superintendent of Schools**