

THE COMMUNITY

The growing Hill County community, Hubbard is conveniently located almost equal distance between Corsicana, Waco, Mexia, and Hillsboro. It is only 30 minutes from Interstate Highways 35 and 45 and less than two hours from Dallas-Fort Worth Airport and the Dallas-Fort Worth Metroplex.

Agriculture has been the primary support of the town's economy for many years. Today most of the land around Hubbard is ranch land. The city of Hubbard was organized in 1881, and the many historical markers in the city remind citizens of the rich heritage of their community. One of the high schools has been restored and is now used as a community center for various activities.

The city is enhanced by the long-time success of a number of civic organizations including an active Lions Club, Chamber of Commerce, a Garden Club that has accomplished much to enrich the beauty of the city, a Masonic Lodge, a Veterans of Foreign Wars Post and an American Legion Post. There is excellent medical care available at the Hubbard Family Health Care as well as a quality nursing home facility.

The pride of ownership is evident as you observe the many Victorian homes that have preserved a time in history that played such an important part in the heritage of Hubbard.

THE DISTRICT

The Hubbard Independent School District (ISD) covers approximately 64 square miles in southern Hill County. Hubbard ISD serves approximately 472 students in grades pre-kindergarten through grade 12. With 148 high school students, it is classified as a 1A district in 2004-05 for participation in University Interscholastic League activities.

There are three campuses, pre-kindergarten through grade 5, grades 6 through 8, and grades 9 through 12. Hubbard Middle School is a new facility opened to students in January, 2003, adjoining Hubbard High School on a scenic hilltop

along Highway 31 near town. Hubbard High School and Hubbard Elementary School are recently renovated. The district has also renovated the elementary school gymnasium, built a new vocational agriculture classroom and shop, and acquired a vocational agriculture project barn for students' livestock projects.

Hubbard ISD is very proud of its students and their achievements and enjoys strong community support of its programs.

Hubbard High School and Hubbard Middle School are *exemplary*. Hubbard elementary is *recognized*. The Hubbard Middle School is a Title I Distinguished School for 2002-03. The district offers a variety of quality learning programs and, through cooperation with a local college, concurrent programs and opportunities for high school students. It is evident that the citizens of Hubbard are very supportive and proud of their schools and students.

DISTRICT FACTS AND FIGURES

Budget revenue \$3,948,995
Taxable value \$37,925,766

Tax rate
M&O \$1.500 per 100
I&S \$0.195 per 100

Staff
Auxiliary 33
Professional 48

Student enrollment 472

Student ethnicity
African American 23 percent
Anglo..... 73 percent
Hispanic..... 3 percent
Other..... 1 percent

2004 IMPORTANT DATES

Application deadlineApril 16
Consultant reviews applications
with BoardApril 22
Initial interviews April 29–30
and May 1
Consultant and Board prepare for
follow-up interviews May 1
Follow-up interviewsMay 6–8
Board visits home
district of candidateMay 11–12
Board votes to name finalist May 13
Board votes to
hire superintendent June 3
Superintendent reports to
district on or before July 1

BOARD OF TRUSTEES

Katharine MatthysPresident
Larry Hawthorne Vice-President
Lee Ann Ewing Secretary
Katherine Battles Member
Mike Baker Member
Ed Lowe Member
Jim Whistler Member

"2001 Region 12 Small Schools School Board of the Year"

MISSION STATEMENT

The mission of Hubbard ISD is to meet the unique needs of our diverse population by providing all students a foundation to be successful.

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 Hubbard ISD. The superintendent works closely with the Board of Trustees to

develop and implement policies and programs designed to carry out the mission of the district.

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

Professional

- Has a strong background in and has demonstrated efficiency in budget development and management of school finance
- Has demonstrated success in building district unity and high morale
- Recognizes and supports the role of each employee and the importance of each to the district
- Has a strong knowledge of working with a diverse culture and value each culture to the district
- Very visible in the community and stress the education for all students
- Stress that every student is important to the district
- Believes in professional development and is supportive of staff development programs
- Sets high expectations for self, staff and students
- Is a caring, positive educator who is not afraid to take risk
- Has experience in managing building programs and maintenance
- Has an understanding and concern for children with special education needs
- Is a visionary who can set goals and develop activities to achieve those goals
- Has a strong background and demonstrated ability in instructional supervision

Personal

- Has good communication skills
- Is positive, accountable and has a high degree of honest and integrity
- Has a desire to work and live in a small community
- Is family oriented and possesses strong moral values evidenced by the applicant's lifestyle

- Is a good role model; projects a professional image
- Will be visible on campuses and supportive of students, teachers, and support staff
- Maintains an open-door policy and is accessible to the staff and community
- Has a strong background in technology and supports an ongoing program of development
- Has demonstrated equity in support of all school activities and programs

APPLICATION INFORMATION

Only the name of one candidate will be made public. Applicants are to apply or express an interest through the online application process.

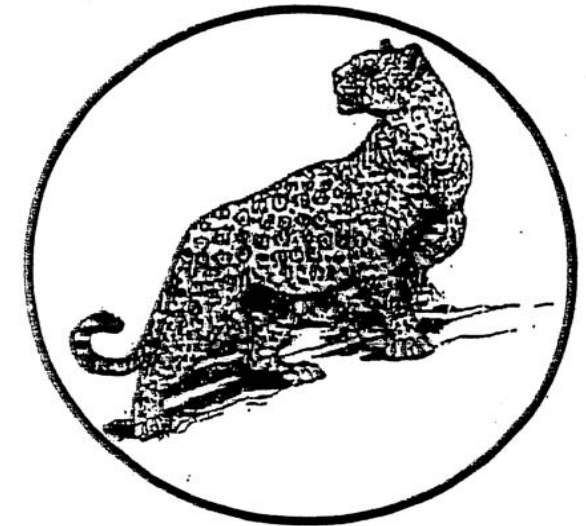
Enter www.tasb.org/ess in the Internet browser for easy access.

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

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

Equal Opportunity Policy: *Hubbard ISD-Hill County 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.*

HUBBARD INDEPENDENT SCHOOL DISTRICT



Announcement of Opening: Superintendent of Schools



Texas Association of School Boards