

# Position Announcement



**Hastings Area Schools**

## **Superintendent of Schools**

**The Board of Education of Hastings Area School District  
is conducting a comprehensive search for its next Superintendent.  
The expected start date for the new Superintendent is July 1, 2024.**

The Hastings Public School District is located in Southwest Michigan. It is the county seat of Barry County as well as the county's only city. The city borders Hastings Charter Township on the north, east, and south, and Rutland Charter Township on the west.

Located right along the Thornapple River, Hastings is a great community conveniently situated between Grand Rapids, Battle Creek, Kalamazoo, and Lansing which allows for excellent access to all major markets in Michigan, the Midwest, South, and East. Hastings boasts great local flair with unique shops and restaurants, along with many great parks for family fun.

Hastings Area School District's 2,517 students are educated in six school buildings. Students in grades kindergarten through fifth grades attend Star Elementary, Southeastern Elementary, Northeastern Elementary, and Central Elementary. Students in sixth through eighth grade attend Hastings Middle School and students in ninth through twelfth grade attend Hastings High School.

### **District Points of Pride**

- Exceptional staff who implement best-practices to educate students
- Community pride, financial support, and a growing trust in the schools and its leaders
- Financial stability built from years of effort
- Settled employee agreements
- Broad range of curricular and co-curricular offerings including fine arts, agri-science, engineering/design, early college access through MCC dual-enrollment, and Career and Technical Education programs as well as competitive athletic offerings

### **District Demographics**

Student Enrollment:	2,517 FTE
Administrators:	12
Supervisors:	6
Teachers:	164
Support Staff:	99
Bus Drivers:	16
Other:	40
Annual Operating Budget:	\$34 million
Fund Balance:	\$4.8 million
Current Debt Millage	5.85 mills
Current Sinking Fund Millage:	.9531 mills

### **Qualifications**

- Educational administration experience required, central administration experience preferred
- Master's degree in related field required, advanced degree (i.e., Ed.S., Ed.D., Ph.D.) preferred
- Broad and diversified experience in education with classroom experience preferred
- Michigan Administrative Certificate or equivalent required

### **Candidate Profile**

Hastings Area Schools is in search of a proven, highly successful and inspirational leader who:

- Demonstrates the highest standards of integrity and professional ethics
- A systems-thinking leader who is a creative problem solver and can prioritize needs and organizational structure
- An experienced district-level leader in an educational setting
- A thoughtful communicator who listens, seeks understanding, and build community trust
- Knowledgeable in school finance, budgeting, and funding opportunities
- An engaged and approachable leader who will be a solid presence in the community
- Experienced in capital project oversight
- Experienced in effective strategies for staff retention
- A record of advocacy for teaching and learning, diverse and rigorous content offerings, and systemic implementation of curriculum
- A developer of others (experience and knowledge in district-level operations so that he/she can support other central office leaders)
- A leader who approaches the job as a partner with the Board of Education – where the relationship is respectful and fair
- A leader who is prepared to make a long-term commitment to Hastings Area Schools

### **Salary and Contract Information**

The Board of Education will offer a comprehensive, multi-year contract. Salary and benefits will be commensurate with the skills and experience of the successful candidate.

### **Application Procedure**

Interested candidates should complete and submit the Michigan Leadership Institute online application found at [www.mileader.com](http://www.mileader.com) or <http://applitrack.com/mileader/onlineapp>. Completed online applications must be submitted **no later than Sunday, March 31, 2024 at 4:00 p.m.** No “hard copy,” faxed or emailed copies will be accepted. Materials will be treated confidentially through the screening process only upon the written request of the candidate.

All questions regarding the search process should be directed to the search consultant, MLI Associate Pete Haines at 616-894-1817 or email [hainesp1@gmail.com](mailto:hainesp1@gmail.com).

This superintendent search will be conducted with due regard to the Michigan Open Meetings Act (Public Act 267 of 1976) requirement of open meetings for all public body deliberations, decisions and interviews.

The services of the Michigan Leadership Institute have been secured to assist the Hastings Area Schools Board of Education in the search process and in the screening of candidates. The Board of Education may make exceptions to this profile, posting, process and/or timeline to ensure selection of the best possible candidates as determined solely by the Board. The Board of Education will make all decisions with respect to process, evaluation of candidates, selection of candidates to be interviewed and appointment of the successful candidate. Candidates should not contact members of the Board directly.

### **Board of Education**

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***Hastings Area School District is an Equal Opportunity Employer***