

An invitation to apply for the position of

Superintendent



Hastings, Nebraska

The Position

The Hastings Public Schools, Hastings, Nebraska, Board of Education, is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position on or before July 1, 2025.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Education in identifying and screening the candidates.

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The board recognizes that selecting a superintendent is one of the most important decisions it will make.

The Superintendent of Hastings Public Schools shall be:

- An educational leader committed to a collaborative mindset who uses best practices and champions effective teaching and learning
- A strategic and visionary problem-solver who embraces challenging goals and high expectations
- A team builder who values developing positive relationships with students, staff and community through transparent communication
- A compassionate leader who values the well-being of students and staff
- A skilled manager with fiscal acuity who allocates resources and staffing in the best interest of the entire school district to include recruitment and retention of high-quality staff
- A community leader who prioritizes building positive relationships with local stakeholders of diverse backgrounds

The Community

The county seat of Adams County, Hastings is located in south-central Nebraska on Highway 281, 14 miles south of Interstate 80.

Major employers, in the city of 24,814, include Mary Lanning Memorial Hospital, Hastings Public Schools, Thermo King Corporation, City of Hastings, Good Samaritan Village, and Hastings College.

In 1973, the Hastings Economic Development Corporation (HEDC) was organized to stimulate economic development in Hastings. Over the last 40 years, HEDC has spearheaded the development of three industrial parks and worked with hundreds of business start-up, expansion, and new location projects that have resulted in thousands of new jobs in the Hastings area. Recently, HEDC purchased and initiated the development of 93 acres in north Hastings. The plans for the development include commercial and retail development, hospitality, multi-family housing, single-family homes, and senior and/or student targeted housing.

The Hastings Area Chamber of Commerce has a growing membership of over 600 members. The Chamber has developed five-year goals to improve the city.

Hastings is home to an award-winning, 21st-century regional hospital along with a variety of health-focused community organizations.

The City of Hastings Parks and Recreation Department maintains 20 parks and facilities throughout Hastings. The City offers recreational and leisure programs and operates the Aquacourt Water Park, the City Auditorium, Lake Hastings, Chautauqua Pavilion, Duncan Field (baseball/football), the Pioneer Spirit Trail, the Smith Softball Complex, the Brickyard Park Amphitheater, and Heartwell Lake. Hastings also has a YMCA, a YWCA, and numerous recreational sites. The city is also home to three golf courses.

Hastings is the home of the Hastings Museum, Planetarium, Lied Theater, Hastings Community Theater, and the Hastings Community Symphony.

Annual events include Kool-Aid Days, Art in the Park, the Celebration of Lights, the NSAA State Softball Tournament, and the Oregon Trail Rodeo. Hastings also offers great accommodations for those seeking to observe the migration of cranes and other migratory birds.

Higher educational opportunities are available for traditional and non-traditional students, as well as lifelong adult classes through Hastings College, Central Community College, and the Creighton School of Nursing, Hastings-Mary Lanning Campus.

The District

The district offers a broad range of programming to meet the educational needs of the students. There are multiple opportunities to enroll in dual credit/AP courses at Hastings High School. Some of the other programs include Life Skills; Homeless/Neglected/Delinquent; Migrant; English Language Learner; Title I; and High Ability Learner activities. The district has a very strong vocational program, Skills and Technical Science program, for grades 7-12. A Work Based Learning class is available to juniors and seniors involving paid internships for credit.

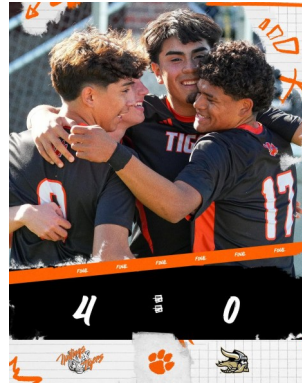
The district offers a wide range of activities and clubs for students to participate in grades 7-12. There are multiple opportunities to participate in athletics as well as fine arts.

Our community has been a strong supporter of public education as demonstrated by three successful bond elections (2006, 2014, 2020) and a successful levy override election (2019).

The Hastings Public Schools is a charter member of the Hastings Area Education Consortium and partners with Central Community College, Hastings College, the Hastings Catholic Schools, and the Adams Central Public Schools.

Summary of the District Buildings

Building	Opened	Remodel/Addition
High School	1955	2010 (Science Wing Addition)
Middle School	2008	
Alcott Elementary	1934	2018
Hawthorne Elementary	1956	2016
Lincoln Elementary	1978	2016
Longfellow Elementary	1926	2020
Watson Elementary	1970	2016
Morton Early Learning Center/Administration	1930	2022



Facts at a Glance

Students: 3,495

Total Faculty and Staff: 565

District-level Administrators: 6

Building-level Administrators: 13

Certified Teachers: 319

Support Staff: 227

Total School Buildings: 7

Elementary: 5

Middle School: 1

High School: 1

Assessed Valuation: \$1,750,296,212

Operating Budget: \$55,281,451

2024-2025 Tax Levies

General Fund: \$1.01

Building Fund: N/A

QCPUF: \$0.01

Bond Fund: \$0.14

Total Levy: \$1.16

Board of Education

The Board of Education consists of nine members who are elected to serve four-year terms. The incumbency of the Board members range from newly elected to 16 years.

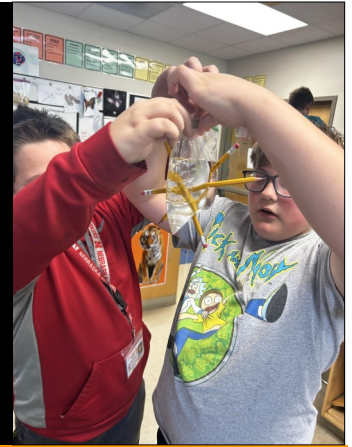
Name	Occupation	Years Served
Mrs. Becky Sullivan, President	Director of Wellness, Education, and Engagement Mary Lanning Hospital	10 years
Mrs. Jodi Graves, Vice-President	Executive Director- United Way of South Central Nebraska	5 years
Mr. Jim Boeve	Hastings College Registrar & Professor	16 years
Mrs. Sharon Brooks	Retired Hastings College Professor	8 years
Mr. Erick Espinoza	Web Content Administrator - Beaver Creek Marketing	Newly elected
Mr. Andrew McCarty	Patient Safety/Experience & Clinical Programs Coordinator Mary Lanning Hospital	2 years
Mrs. Tamisha Rose-Osgood	Grand Island Public Schools Teacher	Newly elected
Mr. Chris Shade	Shades Classic Car Corner	4 years
Mrs. Stacie Widhelm	Realtor - KW Heartland	2 years

MISSION STATEMENT

Our fundamental purpose is to assure all students acquire the knowledge, skills, and behaviors essential to be successful individuals and responsible citizens.

SLOGAN

Assuring the essential. Expanding the possible.



Find out more about Hastings Public Schools

<http://hastingspublicschools.org/>

APPLICATION & SELECTION PROCEDURE

Available at www.macnjake.com



An application for superintendent should include:

- A letter setting forth personal qualifications, experiences and reasons for interest in the position.
- A current résumé.
- A completed application form.
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact board members. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Hastings Public Schools, Hastings, Nebraska, is an Equal Opportunity Employer. The district does not discriminate based on race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyonerequesting reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.

Selection Timeline

1. Application deadline:
January 16, 2025
2. Finalists selected by Board of Education:
January 30, 2025
3. Interviews with Board of Education:
February 3 & 4, 2025
4. Selection of new superintendent:
February 6, 2025
5. Starting date:
On or before July 1, 2025