



Hamshire-Fannett ISD

Superintendent Search

Consultant Information: The Powell Law Group is honored to work with the Hamshire-Fannett ISD Board of Trustees to facilitate the search for Hamshire-Fannett's new superintendent. Dr. Danny Lovett will be conducting the search.

DISTRICT AND CAMPUS INFORMATION

Hamshire-Fannett Independent School District (HFISD) is a public school district headquartered in **Hamshire, Texas**. It serves approximately **2,020 students** across western Jefferson County, encompassing the communities of Hamshire, Fannett, Cheek, LaBelle, and the city of Taylor Landing.

District Overview

- **Rating:** Classified as a 4A district with an "B" rating from the state.
- **Leadership:** Interim Superintendent Darrell Westfall
- **Mascot:** Longhorns.
- **Administration Location:** 12702 Second Street, Hamshire, TX 77622.

The vision of Hamshire-Fannett ISD is to provide all students the opportunity to attain their maximum potential as productive citizens.

The district's **core mission** is to empower learners through education, with individual campuses also adopting tailored mission statements to champion student success, character development, and academic excellence.

Online Resources

- **Official Website:** Access the main Hamshire-Fannett ISD Portal for general info and staff resources.

Candidate Profile

Hamshire-Fannett ISD is searching for a superintendent with the following qualifications: The district seeks a candidate who has:

1. A valid Texas Superintendent Certification
2. At least five years' classroom teaching experience and principal and/or central office experience required. Superintendent experience is preferred.
3. A strong knowledge of budgeting and public school finance, including grant writing. Experience in a rural mid-size district is preferred.
4. A strong background in curriculum and academic achievement. Experience leading a district or campus to an A or B rating is a plus.
5. A successful background in establishing high expectations for student character, behavior, discipline, and a strong work ethic. Willing to hold the line regarding policy and enforcement.
6. A belief in high standards and holding everyone equally accountable in reaching those goals.
7. Demonstrated strong skills in educational leadership in respect to uniting parents and the community in the pursuit of student achievement and a positive district culture.
8. Experience in the maintenance, and operations of facilities, and a demonstrated good steward of taxpayer dollars. Successful experience in passing a VATRE is also a plus.
9. A strong background in student performance success, educational technology and career and technology programs. Experience in maintaining strong UIL academic, fine arts, student organizations and athletic success is preferred.
10. Experience working with all students, including special education, economically disadvantaged and EB students.
11. Integrity and exemplary moral character along with excellent people skills who leads by example. Visible and eager to create partnerships throughout the community, district, and on campuses.
12. An effective public speaker and motivator. Highly skilled and willing to work with the local media.
13. Shown maturity, stability and the willingness to stay in a district for five or more years.
14. A strong desire to be a part of the community and the willingness to be present at extra-curricular and community events. In-district residency within a year of employment is strongly preferred.
15. The desire and ability to work with others and a focus on developing leaders within the district. Also, a commitment to hiring, developing, retaining, and promoting the best staff possible, regardless of whether they are local or from outside the community.
16. Knowledge of implementing the Teacher Incentive Allotment (TIA) to support and encourage district staff. Knowledge and experience working in Human Resources is a plus.
17. Experience in developing and maintaining school safety initiatives, including the Marshall and/or Guardian program.
18. A person with an open mind, who is willing to take constructive criticism, and will take the time to see what works before making the changes we need to continue to excel.
19. Strong desire to build relationships through open communication with the Board, the administration, faculty, staff, and community to ensure transparency throughout the district.
20. Experience in working with legislators and familiar with legislative processes.
21. High expectations for Hamshire-Fannett ISD students, faculty, and staff, and the desire to take a great school district and make it even better.

How to Apply:

Contact Danny Lovett at dlovett@plg-law.com to receive an application packet.

The application packet will ask you to complete a short questionnaire, submit a letter of interest and resume that includes a complete work history, educational background, a listing of all relevant certifications, a complete transcript (unofficial is acceptable), and a minimum of six (6) references. References should include addresses, job description, and a daytime or cell phone number.

You may submit your application as either a hard copy (preferred) or electronically. Complete instructions will be in the application packet.

If you have questions regarding the search, you may call (409) 781-4722

Salary/Benefits:

Salary is commensurate with experience and success in a 4A district in Region 5.

Travel, benefits and contract are commensurate with regional ranges, and may include longevity incentives.

Moving Expenses: Reasonable moving expenses may be negotiated.

All inquiries should be directed to Dr. Lovett.

Timeline for Hamshire-Fannett ISD Superintendent Search

(All dates other than Application Deadline are approximates)

Application Deadline:	8/14/26
Application Review:	8/17/26
1st Round Interviews:	8/24-9/4/26
2nd Round Interviews:	9/10-11/26
Board Selects Lone Finalist:	9/11/26
Preferred Start Date:	10/5/26