

The Application Process

Qualified candidates wishing to be considered for this position must submit the following items:

1. A formal letter of interest
2. A current resume, including accomplishments by position
3. A copy of the candidate's Tennessee or other state's license and certifications
4. University transcripts
5. Names, addresses, email addresses, and telephone numbers of five(5) professional references

The Board of Education will review candidates' qualifications, match those qualifications against the Board's stated criteria, and select candidates to be interviewed.

Additionally, once submitted, application materials are subject to open records requests under Tennessee law.

The Position

The South Carroll Special School District is seeking an experienced, highly qualified and visionary leader as its next Superintendent. The person chosen by the Board will assume the role, effective July 1, 2020.

The Superintendent will serve as chief executive officer of South Carroll Special School District and will be responsible for carrying out all school board policies and supervising the operations of the school system.

Minimum qualifications include: Bachelor's degree required, Master's degree preferred, teaching experience preferred, administrator experience required with proven fiscal responsibilities, and such other qualifications the Board deems desirable.

System Facts

Grades Served: Pre-K through 12 in 1 School

Student Population: 312

Administration, Faculty and Staff: 77

Graduation Rate: 92%

The Selection Criteria

1. One who has demonstrated effective listening abilities and who has a commitment to accessibility and a willingness to maintain an open-door policy.
2. Works effectively with individuals, employees, businesses, diverse community groups and the media to build confidence in and generate support for the schools.
3. Speaks and writes effectively to communicate the successes as well as the needs of the school system; is seen as an advocate for children and public education; can build support, confidence and pride in the school system.
4. Seeks information and ideas relative to the problem and makes decisions that show fairness, mature judgement, appropriate analysis and sensitivity for those affected by the decisions.
5. Leads in creating a vision for the system; establishes challenging goals; develops plans for the future and builds support to accomplish the vision.

The Selection Criteria, cont.

6. One who has the wisdom to know when change is necessary and the ability and determination to generate such change even in the face opposition; builds support for change within the system prior to its implementation.
7. Has the ability to unify diverse groups and build and maintain high morale among employees.
8. Proven ability to develop and administer a comprehensive school budget, including allocation of resources; understands federal, state and local funding issues.
9. An instructional leader with successful experience as a teacher and principal and has a sound knowledge of instruction, curriculum and educational programs.
10. A secure leader who will work with the Board to build an effective leadership team and a strong Board/Superintendent relationship.