

## The Community

Fentress County is located in a rural area of the Upper Cumberland on the picturesque Cumberland Plateau and is a short distance from Kentucky. The county is 499 square miles in area and is home to over 17,000 people. Less than 10 miles from Interstate 40, with several major U.S. highways, Fentress County is almost the same distance from both Nashville and Knoxville.

The moderate climate with four distinct seasons makes Fentress County the ideal location for outdoor recreation. As the gateway to the Big South Fork National River and Recreation Area, Fentress County offers almost every kind of adventure. Called the trail riding capital of the Southeast, Fentress County draws visitors and their horses from all over the country to ride the trails. Pickett State Park, Sgt. Alvin C. York State Historic Park, and access to Dale Hollow Lake provide outdoor adventure opportunities.

Excellent educational options and a pleasant quality life are just a few of the advantages. The business-friendly environment, affordable cost of living, low taxes and low crime make Fentress County the place to live and work.

## The Application Process

Qualified candidates wishing to be considered for this position must submit online the following items to the Tennessee School Boards Association by October 1, 2021.

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.

### Apply Online at:

<https://tsba.myrevelus.com>

A screening committee will review candidates' qualifications, match those qualifications against the Board's stated criteria, and make recommendations to the Board. After receiving the report of the screening committee, the Board will select candidates to be interviewed.

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

Tennessee School Boards Association  
525 Brick Church Park Drive  
Nashville, TN 37207

# FENTRESS COUNTY SCHOOLS

Fentress County  
Board of Education

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SEEKS DIRECTOR OF SCHOOLS

**Every Student Every Day**  
*Empowering our students  
for THEIR tomorrow!*

## The Position

The Fentress County Board of Education is seeking an experienced, highly qualified, and visionary leader as its next Director of Schools. The person chosen by the Board will assume the role by July 1, 2022.

The management responsibilities of the Director of Schools shall extend to all activities of the district, to all phases of the educational program, to all aspects of the financial operation, to all facility management, and to the conduct of such other duties as may be assigned by the Board. The Director of Schools may delegate these duties together with appropriate authority but may neither delegate nor relinquish ultimate responsibility for results or any portion of accountability. Minimum qualifications include: A professional educator's license, a master's degree in education with a preference for a doctorate degree, three (3) years of successful experience in school administration, and such other qualifications as the board deems desirable. Candidates will be evaluated in accordance with their individual qualities as well as professional accomplishments with an emphasis on the following:

## The Selection Criteria

1. An effective communicator who speaks and writes effectively to communicate the successes as well as the needs of the school system; is seen as an advocate for the children and for public education; one who can build support, confidence and pride in the school system.
2. Has strong analytical and problem solving skills and seeks information and ideas relative to a problem and makes thoughtful decisions that show fairness, mature judgment, appropriate analysis and sensitivity for those affected by the decisions.
3. Has the ability to listen carefully and process individual and community concerns so that she/he understands the

## The Selection Criteria, cont.

- concerns of people who will be affected by a decision. One who has demonstrated effective listening abilities and has a commitment to accessibility and a willingness to maintain an open-door policy.
4. One who has the wisdom to know when change is necessary and the ability to generate such change. Builds support within the community and within the school system for change prior to implementation and has a record of leadership through planned change.
  5. One who has experience in working with a community, staff, and students in developing long-range goals for the school system and has the determination to accomplish those goals. Has the ability to unite diverse groups for a common purpose.
  6. Proven ability to work with the county commission to develop and administer a comprehensive school budget, including allocation of resources; understands federal, state and local funding issues; has a record of success in obtaining funding for quality schools.
  7. Has the ability to work effectively with the school board; keeping the board well-informed, sharing credit for accomplishments, and enhancing the reputation and effectiveness of the board.
  8. A respected instructional leader with a strong academic background, understanding of day-to-day operations of the classroom, and sound knowledge of instruction, curriculum and educational programs for elementary as well as secondary schools.
  9. Has strong interpersonal communication skills and possesses the ability to unify diverse groups and build and maintain high morale among employees. Listens carefully to individual and community concerns and involves people in decisions which affect them.
  10. Skilled evaluator of instructional programs and personnel. One who can determine the effectiveness and efficiency of school personnel and programs and take the necessary action to enhance operations.
  11. Ability to work effectively with leadership of York Institute and local private schools.

## The District

Fentress County takes great pride in its education system. The school system is accredited by the Southern Association of Colleges and Schools (SACS), and each school strives to maintain a small class size.

The Board of Education is committed to providing a high quality of education to each student in the district. There is one high school: Clarkrange High School, an accredited 9-12 school and a perennial powerhouse in Tennessee girls' basketball.

Fentress County Schools is also home to 4 elementary schools strategically located throughout the county for grades Pre-Kindergarten through 8: Allardt Elementary, Pine Haven Elementary, South Fentress Elementary, and York Elementary.

Student Demographics: 98.8% White; 0.4% Black or African American; 0.4% Hispanic; 0.2 Asian and 0.04% American Indian. The Free and Reduced Lunch population is 76%.

Demographic data reflects a growing student population and a greater number of students receiving free and reduced lunch benefits. As of January 2010, 76% of students qualify for Free/Reduced Lunch. Approximately 1% of our students are in the Gifted Program and 11% participate in Special Education Services.

## System Facts

**Grades Served:** Pre-K through 12 in five schools

**Student Population:** 2,484

**Teachers:** 144

**Per Pupil Expenditure:** \$9,293

**District Budget:** \$19,339,004