

# Sullivan County Board of Education

## SEEKS DIRECTOR OF SCHOOLS

The Sullivan 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 officially assume the position on July 1, 2023.

Minimum qualifications: The new Director of Schools must have at least a Master's degree with a Doctorate preferred and at least 5 years of Administrative experience with 10 years preferred. Salary will be negotiated after consideration of professional background and experience.

Candidates will be evaluated in accordance with their distinct qualities as well as professional accomplishments with an emphasis on the following:

### Selection Criteria

1. Strong fiscal/budget manager — Proven ability to develop and administer a comprehensive school budget, including allocation of resources. Understands federal, state, and local funding issues, laws, and regulations. Has the ability to obtain funding for quality schools. Experienced in developing a positive relationship with and effectively communicating budget needs to County Commission or other local funding body.
2. Effective communicator — Takes a proactive role in speaking and writing effectively to communicate the successes as well as the needs of the school system; is seen as an advocate for children and for public education; can build support, confidence, and pride in the school system.
3. Proven leadership skills — Proven ability to manage an organization and to build an effective staff through employment and staff development. Successful in delegating responsibility and in holding subordinates accountable through realistic evaluation. Has a proven record as a visionary with significant accomplishments in prior assignments.
4. Generator of support — Works effectively with individuals, employees, businesses, diverse community groups and the media to build confidence in and to generate support for the schools including school/business partnerships. Keeps the community informed about and involved with the schools to encourage and foster their support of the system.
5. Instructional leader — Has successful experience as a teacher and administrator with a strong academic background and understanding of the day-to-day operations of the classroom. Has a sound knowledge of instruction, curriculum, and educational programs for elementary, middle, and secondary levels.
6. Good listener — Has demonstrated effective listening abilities, carefully processing individual and community concerns to understand those who will be affected by the decision.

# About Sullivan County School District

Sullivan County School District serves the Sullivan County students living outside the corporate limits of Kingsport and Bristol. The system operates under policies established by the Board of Education and is administered by Director of Schools.

The system's 15 schools are divided into two zones, West and East.

Each zone is headed by its high school and supporting middle and elementary schools. Its hardworking and talented staff of over 1200 employees provide an exceptional and supportive academic environment for its students. To meet its mission, the district, in addition to its strong curriculum, provides a strong technology program, full-time guidance counselors, art programs, music programs including chorus and band, physical education instruction, remedial and enrichment experiences, interscholastic athletic programs, age-appropriate courses for students with learning or other disabilities, vocational classes and after-school care administered by the YMCA at some locations.

To learn more about Sullivan County Schools, please visit <http://www.sullivank12.net>.

## Community

Cradled by the majestic Appalachian Mountains in northeast Tennessee, historic Sullivan County offers residents and visitors a unique blend of stunning natural beauty, extensive outdoor recreation opportunities, thriving industry, excellent schools, outstanding healthcare, and a rich cultural heritage.

Founded in 1779, Sullivan County, population 158,163 has become one of the most prosperous counties in the South. Its two major cities, Bristol, and Kingsport, are part of the Tri-Cities metropolitan area. These thriving cities, along with Blountville, the county seat, and Bluff City comprise the county's communities.

Several major companies, among them Eastman Chemical, operate within the area. The county's business climate, low tax rates, moderate cost of living and location make it appealing commercially.

Choices abound for fun in Sullivan County, such as watching NASCAR races at the famous Bristol Motor Speedway, fishing, hunting, enjoying water sports at local lakes, camping and hiking at Bays Mountain and Warriors Path Parks.

Combine all these with access to quality colleges and universities, thriving creative arts, a temperate climate and the best of small-town living and you have the ideal place for work, study, play, even retirement!

## System Facts

**Grades Served:** PreK through 12 in 15 schools (10 elementary schools, 3 middle schools, 2 high schools. Sullivan County Schools provides PreK opportunities at 7 elementary schools. Students with special needs receive PreK experiences in 5 elementary schools. Special education services are provided to 1700 students from ages 3-21.)

**Student Population:** 8,400

**2022-2023 General Purpose Budget:** \$85,851,930 with additional School Nutrition and Federal Budgets

**Mission:** Graduating students prepared for college and career who are productive community members.

**Vision:** Maximizing student opportunities for lifelong success.

Sullivan County Schools employs 633 educators, 44 administrators, and 525 support staff members, including secretaries and bookkeepers, educational assistants, food service personnel, custodial and maintenance staff, school nurses and school resource officers. Sullivan County personnel maintain focus on the learner and continually seek professional development to enhance educational opportunities for all students. Decisions are driven by a focus on positive relationships, high expectations, student engagement, and student growth grounded by a myriad of both formative and summative data.

# Sullivan County Board of Education

## 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 14, 2022.

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 TSBA 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 review all applications and select candidates to interview. Only candidates receiving four out of seven board member votes will be interviewed by the Board in an open session. Tennessee's Open Meetings Law requires interviews to be conducted in meetings open to the public.

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