



# Houston County Board of Education

## SEEKS SUPERINTENDENT

The Houston County Board of Education is seeking a visionary leader that is highly qualified and has significant experience in education as its next Superintendent. The person chosen by the Board will assume the role on May 1, 2024.

Minimum qualifications: 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 distinct qualities as well as professional accomplishments with an emphasis on the following:

### Selection Criteria

1. Has exceptional listening skills with a commitment to accessibility and an open-door policy
2. Seeks information and ideas relative to the problem, makes decisions that demonstrate fairness, impartial judgment, appropriate analysis and sensitivity for those affected by the decisions
3. Speaks and writes effectively to communicate the successes as well as the needs of the school system
4. Has the wisdom to know when change is necessary and the ability and determination to generate such change even in the face of opposition
5. Fosters support, confidence, and pride within the community for the school system through timely information sharing and providing meaningful opportunities to be involved
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
7. Has a record of working effectively with a school board by keeping the board well informed, making clear and sound recommendations, standing firm with his/her decisions, sharing credit for accomplishments, and enhancing the reputation and effectiveness of the board
8. Experience as a teacher who understands the day-to-day operations of the classroom and has sound knowledge of instruction, curriculum and educational programs
9. Has the ability to unify diverse groups and build and maintain high morale among employees
10. Has experience in working with students, parents, staff, the community, and the school board in developing long-range goals and strategies for the school system and the determination and ability to accomplish those goals

# About Houston County School District

Houston County School System will provide a quality, progressive education and positive learning environment.

Our school system envisions a learning community that inspires and supports all students to:

- excel, discover, and create
- contribute responsibly to a civil society
- enjoy learning throughout their lives

To learn more about Houston County Schools, please visit <http://www.houstonk12.tn.us>.

## Community

Houston County, home to approximately 8,200 residents, draws its name from the legendary Tennessean and former Governor Sam Houston. Houston County was established on January 21, 1871 by the Tennessee General Assembly, making it the joint-third newest county in the state. Houston County proved a popular location to settle down due to the presence of the Wells's, Guise's, and Yellow Creeks. Erin, the county seat, and Cumberland City, which was once part of Houston County, were hubs for manufacturing and shipping.

Today, Houston County's biggest industry remains manufacturing, with construction, retail, and healthcare not too far behind. As of 2021, the median home value in Houston County is around \$130,000 and approximately 80% of residents own their homes. Houston County is a short drive from the Cross Creeks National Wildlife Refuge in neighboring Stewart County, and around an hour and a half drive from the state's capital. Houston County is also home to the Wells Creek Crater, where geologists say a meteor once landed.

## System Facts

**Grades Served:** Pre-K through 12 in 4 schools (2 elementary schools, 1 middle school, 1 high school, 1 adult high school, and 1 virtual school.)

**Student Population:** 1226

**Employees:** 192

**Per Pupil Expenditure:** \$10,494

**District Budget:** \$13,002,710

### Student Population Demographics

American Indian/Alaska Native: 1%

Asian: Less than 1%

Black/African American: 7%

Hispanic: 5%

Native Hawaiian/Pacific Islander: Less than 1%

White: 86%

### Student Groups

Economically Disadvantaged: 34%

English Language Learner: Less than 1%

Students with Disabilities: 15%

Black/Hispanic/ Native American: 13%

Military Family: Less than 1%



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## Application Process

Qualified candidates wishing to be considered for this position must submit online the following items to the Tennessee School Boards Association by March 1, 2024.

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