



# Milan Special School District Board of Education

## SEEKS SUPERINTENDENT

The Milan Special School District 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 January 1, 2025.

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. Speaks and writes effectively to communicate the successes as well as the needs of the school system.
3. Has the wisdom to know when change is necessary and the ability and determination to generate such change even in the face of opposition.
4. 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.
5. Ability to build relationships and can effectively convey messages to foster collaboration and resolve conflict.
6. Fosters support, confidence, and pride within the community for the school system through timely information sharing and providing meaningful opportunities to be involved.
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. Proven ability to develop and administer a comprehensive school budget, including allocation of resources; understands federal, state and local funding issues.
9. 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.
10. Experience as a teacher who understands the day-to-day operations of the classroom and has sound knowledge of instruction, curriculum and educational programs.

# About Milan Special School District

The Milan Special School District is committed to providing all students with quality, personalized learning that prepares them to meet current and future challenges and opportunities in the 21st century. Our mission is to create educated leaders of character. It is our goal to develop students who have the ability to think critically, apply knowledge at high levels, and use technology to access, evaluate, and communicate information. Both rigorous academic standards and 21st-century skills are a bridge to authentic, intellectually challenging work by students. This is especially important in a world that holds unprecedented opportunities for education, personal growth, and fulfillment as well as global communication conflict resolution, and problem-solving.

We deliver our mission through a strong academic program, a wide range of co-curricular offerings, and a commitment to provide excellence tailored to the individual needs of every student. We are a connected "Learning Community" of inspired students, dedicated staff, and a supportive community. Each day we work together to meet the academic, social, emotional, behavioral, and physical needs of each our students.

Each of our three schools has a "family like" approach where every child receives personal attention, high quality education, numerous co-curricular opportunities, and an academic culture where students, staff, parents, and community value high achievement. Every teacher knows his or her students as individuals, and every student can get to know every other student. We are proud of our district and welcome you to join us.

The School District is located in a vibrant community minutes north of Jackson in Gibson County. Milan is a great community for families seeking a solid educational system along with the natural amenities of the community.

## Community

Founded in 1858, the city of Milan, Tennessee has nearly 8,000 residents. Located in Gibson County at the crossroads of US Highway 45 and US Highway 70A/79, Milan is in the heart of the US Southeast region. Milan is home to the largest industrial base of the county with over a dozen major employers. It's also known for hosting "Milan No-Till Field Day," the nation's largest field day devoted to improving the production of no-till crops and conservation. Milan is home to the oldest beauty college in the region, has an excellent public school system, and was the first community in the state to organize a private endowment to support academics.

Rich in history and culture, the small town of Milan is a unique place to plant your roots. With attractions like the West Tennessee Agricultural Museum, Gibson County Fair, and Gibson County Lake, there is always something exciting to do in the community. Along with attractions, we have a variety of events that bond you to the rest of the Milan community like the Farmers Market, Christmas Parade, Fall Folklore Jamboree, and more. With a friendly face on every corner and an array of amenities, you are provided with all of the important qualities for living a comfortable, happy life.

## System Facts

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

**Student Population:** 1,893

**Employees:** 176

**Per Pupil Expenditure:** \$11,555.37

**District Budget:** \$21,874,315.41

## Student Population Demographics

American Indian/Alaska Native: <1%

Asian: <1%

Black/African American: 29%

Hispanic: 3%

Native Hawaiian/Pacific Islander: <1%

White: 67%

## Student Groups

Economically Disadvantaged: 36%

English Language Learner: <1%

Students with Disabilities: 16%

Black/Hispanic/Native American: 33%

Military Family: <10 students



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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 October 4, 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