

SEEKS SUPERINTENDENT

The Johnson City 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 or before July 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. Is student focused.
2. Has exceptional listening skills; open-door policy; approachable; high moral character; and honest and ethical.
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. 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.
6. Has the ability to unify diverse groups and build and maintain high morale among employees.
7. Fosters support, confidence, and pride within the community for the school system through timely information sharing and providing meaningful opportunities to be involved.
8. Has experience in working with students, parents, staff, the community, and the school board in developing a clear vision, long-range goals and strategies for the school system, and the determination and ability to accomplish those goals.
9. Experience as a teacher who understands the day-to-day operations of the classroom and has sound knowledge of instruction, curriculum and educational programs.
10. Proven ability to develop and administer a comprehensive school budget, including allocation of resources; understands federal, state and local funding issues.
11. 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.

About Johnson City School District

Johnson City Schools is a publicly-funded district with 11 schools serving around 8,000 students from PreK to 12th grade. The district was one of 12 districts in Tennessee named an Exemplary District for the 2022-2023 school year and the only district with more than 4,000 students to achieve that distinction.

Our community of 75,000 residents is thriving and is one of the most popular destinations in the nation for new residents. We provide a comprehensive educational experience culminating with Science Hill High School. Serving students in grades 9-12 with a wide range of career technical offerings, 27 Advanced Placement (AP) courses, and virtual and alternative pathways, Science Hill is ranked as the 10th best high school in Tennessee according to US News and World Report. Indian Trail and Liberty Bell Middle Schools serve students in grades 6-8, and the following eight elementary schools serve students in Prek-5th grade: Cherokee, Fairmont, Lake Ridge, Mountain View, North Side, South Side, Towne Acres, and Woodland. All of our elementary schools provide a fee-based, before-and-after school care program.

In a district where our students speak more than 50 languages at home, we value diversity in our faculty and staff. Our student body demographics include White (67 percent), African American (15 percent), Hispanic (14 percent), and Asian (4 percent) communities. Furthermore, we strive to support the needs of all of our students, with 25 percent identified as economically disadvantaged and 13 percent identified as special education. Ensuring all students have access to a quality education, the Johnson City Schools Board of Education has prioritized funding for all of Science Hill's AP tests, Response to Intervention support, curriculum coaches, and access to state of the art technology and facilities across the district. In addition, our commitment to mental health and safety initiatives has resulted in our ability to offer versatile counseling and therapy services at every school.

Although our district consistently exceeds state and national averages in ACT, SAT, and TCAP scores, we also excel in non-academic areas like attendance, promotion, and dropout rates, emphasizing holistic development to match our district's goal to enable all students to achieve excellence in learning, social responsibility, and self-worth.

Community

Nestled in the foothills of the picturesque Appalachian Mountains, Johnson City, Tennessee is a thriving regional hub that combines the charm of a small town with the vibrancy of a growing urban center. Known for its rich history, stunning natural landscapes, and a diverse array of recreational opportunities, Johnson City offers something for everyone. Whether it's enjoying the area's acclaimed fine arts scene with a Broadway series at the 1,200-seat performing arts center, exploring miles of hiking and biking trails in the nearby mountains, or participating in community events like the Blue Plum Festival and Candy Land Christmas, residents and visitors alike experience a unique blend of culture, nature, and community spirit. As the Tri-Cities' prime destination for retail, dining, and entertainment, Johnson City has a wide range of shopping options, from national brands to local boutiques, as well as a growing collection of breweries and eateries.

In addition to its vibrant cultural and recreational offerings, Johnson City provides excellent educational and healthcare services. Home to East Tennessee State University, the city fosters a dynamic atmosphere of learning and innovation. With top-tier healthcare facilities, including the Level 1 Trauma Center at Johnson City Medical Center and the Bill Gatton College of Pharmacy, the region is also a key player in the medical and technology sectors. The area has seen impressive economic growth, fueled by major employers like Ballad Health, A.O. Smith, and the aerospace industry, as well as a burgeoning tech and business start-up scene. With a low cost of living, no state income tax, and a reputation as one of Tennessee's best small metro areas, Johnson City is an ideal place to live, work, and thrive.

System Facts

Grades Served: Pre-K through 12 in 11 schools (8 elementary schools, 2 6-8 middle schools, and 1 high school)

Student Population: 8,000

Employees: 1,222

Per Pupil Expenditure: \$12,145.79

District Budget: \$115,722,612

Student Population Demographics

American Indian/Alaska Native: <1%

Asian: 4%

Black/African American: 15%

Hispanic: 14%

Native Hawaiian/Pacific Islander: <1%

White: 66%

Student Groups

Economically Disadvantaged: 26%

English Language Learner: 7%

Students with Disabilities: 14%

Black/Hispanic/Native American: 29%

Military Family: <1%

Application Process

Qualified candidates wishing to be considered for this position must submit online the following items to the Tennessee School Boards Association by February 24, 2025 at 11:59 p.m.

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
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