

## SEEKS DIRECTOR OF SCHOOLS

The Rhea County Board of Education is seeking a visionary leader that is highly qualified and has significant experience in education as its next Director of Schools. The person chosen by the Board will assume the role on June 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; open-door policy; approachable; high moral character; and honest and ethical.
2. Speaks and writes effectively to communicate the successes as well as the needs of the school system.
3. Experience as a teacher who understands the day-to-day operations of the classroom and has sound knowledge of instruction, curriculum and educational programs.
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. Has the ability to unify diverse groups and build and maintain high morale among employees.
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 the wisdom to know when change is necessary and the ability and determination to generate such change even in the face of opposition.
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 a clear vision, long-range goals and strategies for the school system, and the determination and ability to accomplish those goals.
10. 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
11. Someone that is willing to relocate to Rhea County if not a current resident.

### System Facts

**Grades Served:** Pre-K through 12 in 7 schools (4 elementary schools, 2 middle schools, and 1 high school)

**Student Population:** 3,821

**Employees:** 340

**Per Pupil Expenditure:** \$11,703.76

**District Budget:** \$46,791,632.48

### Student Population Demographics

American Indian/Alaska Native: <10 students

Asian: <1%

Black/African American: 3%

Hispanic: 12%

Native Hawaiian/Pacific Islander: <10 students

White: 83%

### Student Groups

Economically Disadvantaged: 33%

English Language Learner: 6%

Students with Disabilities: 15%

Black/Hispanic/Native American: 16%

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 March 20, 2025.

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  
615/815-3900