



Fayette County Board of Education

SEEKS SUPERINTENDENT

The Fayette 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 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. 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. Fosters support, confidence, and pride within the community for the school system through timely information sharing and providing meaningful opportunities to be involved.
6. Has the ability to unify diverse groups and build and maintain high morale among employees.
7. 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.
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. A respected instructional leader with a strong academic background, understanding of the day-to-day operations of the classroom, and 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.

About Fayette County School District

Welcome to Fayette County Public Schools (FCPS), where our four core values (Family, Collaboration, Perseverance, and Service) drive our efforts to meet our district's mission to "inspire, hope, and improve student outcomes for a successful future." We are proud of our success in athletics and academics, including our five-time Tennessee State Champion Academic Pentathlon (junior high) team, our two-time Tennessee state champion Academic Decathlon (high school) team, and our regional/district champion basketball teams. Our four elementary schools, two junior high schools, and one high school are committed to our district's vision statement: "Every student, every day, in every way." We are grateful to the supporters of FCPS and welcome you to our community of learners. Please visit our website at <https://www.fcsk12.net/> for more information about our district.

Community

Nestled in the rolling countryside of southwestern Tennessee, Fayette County is where the past and future blend seamlessly. It is a community steeped in history yet embracing the changes that come with growth. Here, small-town charm meets the expanding reach of the Memphis metropolitan area, making it a unique place where people seek tranquility and opportunity.

A Land of Beauty and Connection

The heart of Fayette County beats across its vast 706 square miles of farmland, forests, and charming towns. Bordered by Shelby County to the west, Hardeman County to the east, Tipton County to the north, and Marshall County, Mississippi, to the south, its geography is as diverse as its people. The land offers a picturesque escape from the fast-paced life of the city while maintaining close ties to urban amenities.

A Growing and Changing Population

For generations, Fayette County has been home to families who have worked its land, built its towns, and shaped its culture. In recent years, new faces have arrived—families seeking a quieter life, professionals commuting to Memphis and students dreaming of their futures in its schools. This blend of old and new creates a community that values tradition while looking ahead to what's next.

A Commitment to Education

At the core of Fayette County's growth is its commitment to education. Fayette County Public Schools (FCPS) serve students with dedication and an eye toward the future. The district's schools are not just buildings; they are hubs of learning, leadership, and lifelong friendships. Elementary Schools provide the foundation for young minds, whether in the halls of Buckley-Carpenter Elementary, the growing classrooms of Oakland Elementary, the close-knit setting of LaGrange-Moscow Elementary, or the STEM-focused programs at Southwest Elementary. Middle Schools prepare students for the challenges ahead. East Junior High and West Junior High foster academic excellence, athletics, and leadership. Fayette-Ware Comprehensive High School stands as the county's sole public high school, a place where students shape their futures. With dual enrollment programs, career pathways, and extracurriculars, it is more than just a school—it is a launching pad for success. Jefferson Innovative Learning Center (JILC) provides alternative education pathways, ensuring that every student has the opportunity to thrive. Career and Technical Education (CCTE) offers students hands-on learning through NJROTC, health sciences, business, agriculture, technology, and more, preparing them for high-demand careers with industry certifications. Through partnerships with institutions of higher learning including The University of Memphis, Tennessee College of Applied Technology, and the University of Tennessee at Martin Somerville Center, students can access higher education without leaving their community. These collaborations ensure that students can follow their chosen paths, whether in college, technical training or directly entering the workforce.

System Facts

Grades Served: Pre-K through 12 in 9 schools (4 elementary schools, 2 junior high schools, 1 comprehensive high school, 1 technical academy, and 1 innovative learning center)

Student Population: 2,961

Employees: 223

Per Pupil Expenditure: \$12,905.17

District Budget: \$38,212,216.42

Student Population Demographics

American Indian/Alaska Native: <10 students

Asian: <1%

Black/African American: 58%

Hispanic: 9%

Native Hawaiian/Pacific Islander: <10 students

White: 32%

Student Groups

Economically Disadvantaged: 31%

English Language Learner: 6%

Students with Disabilities: 17%

Black/Hispanic/Native American: 67%

Military Family: <10 students



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A Tapestry of Industry and Opportunity

While Fayette County has long thrived on agriculture, with vast fields of soybeans, corn, and cotton defining its landscape, its economy is expanding. Manufacturing, logistics, and retail are creating new job opportunities, allowing more residents to work closer to home rather than commuting to Memphis or other urban areas. Ford's BlueOval City is accelerating this transformation, bringing the promise of jobs and attracting businesses that will fuel growth in housing, infrastructure, and workforce development. As advanced manufacturing and vehicle production takes center stage, Fayette County is positioned to blend its agricultural roots with a future driven by innovation and industry, ensuring lasting economic prosperity.

The Heart of the Community

What makes Fayette County special is not just its schools or economy, but the people who call it home. A strong sense of community binds neighbors together, whether they gather for a Rotary Club meeting, Leadership Fayette class, or celebrate local traditions. Faith plays an important role in the county, with churches of all denominations deeply involved in outreach, education, and support services. Families gather for school functions, town festivals, and simple moments that make life meaningful. Outdoor recreation also enriches the community. From Herb Parsons Lake to Ames Plantation to the Wolf River Wildlife Management Area, residents enjoy fishing, hiking, birdwatching, and hunting. The county's historical sites remind everyone of the stories that shaped this land.

Leadership and Governance

Somerville, the county seat, houses the government offices and courts that keep Fayette County running smoothly. Led by a County Mayor and Board of Commissioners, the county works to balance growth with preservation. Public safety is a cornerstone of the community, with a dedicated sheriff's department, local police, and fire services providing protection and peace of mind. While healthcare facilities are available locally, Memphis offers access to specialized medical care just a short drive away. Fayette County has the sixth lowest property tax rates in Tennessee out of 95 counties. It falls just behind Gibson, McMinn, Cumberland, and Obion and slightly above Campbell County, making it an attractive place for homeowners and businesses seeking affordability alongside economic growth.

Towns that Make Up Fayette County

Each town within Fayette County has its personality and charm:

- Somerville – The historic county seat, where government, history, and community intersect.
- Oakland – The fastest-growing town, attracting new businesses and families.
- Piperton – A developing area blending commercial and residential growth.
- Moscow, Rossville, Williston, Braden, Hickory Withe, La Grange, and Gallaway are small towns that maintain their rural charm and rich history.

Traditions that Bind Generations

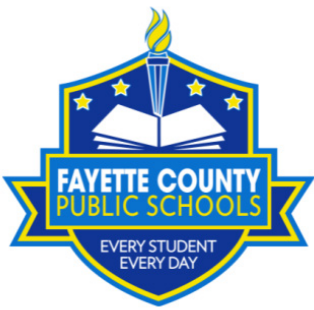
Throughout the year, Fayette County celebrates its culture through beloved events including:

- Oakland in October Festival
- Fayette County Cotton Festival
- Christmas Parades
- Fourth of July Celebrations
- Music on the Square

Each event is more than just a festival—it is a testament to the spirit of the people, a time for neighbors to reconnect, and a moment to appreciate the past while looking toward the future.

A Place to Call Home

Fayette County is more than just a location on a map; it is a community where roots run deep, schools inspire, businesses grow, and neighbors become family. As it grows, it never loses sight of what makes it special—the people who live, work, and dream here. Whether you are drawn to its rural beauty, educational opportunities, or welcoming spirit, Fayette County offers something for everyone. It is a place where history meets progress, families build their futures, and where the heart of Tennessee beats strong.



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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 28, 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
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