

## SEEKS DIRECTOR OF SCHOOLS

The Cumberland 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 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. 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. Has the ability to unify diverse groups and build and maintain high morale among employees.
6. Proven ability to develop and administer a comprehensive school budget, including allocation of resources; understands federal, state and local funding issues.
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. 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 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. A respected instructional leader with a strong academic background.

# About Cumberland County Schools

## Mission Statement:

To inspire every student, every day towards academic achievements and excellence in life skills so they may reach their full potential.

## Vision:

Cumberland County Schools are engaged in an innovative learning environment, empowering every student to achieve excellence in life, academics, arts, athletics, and activities.

## Our Core Beliefs:

- Education is the responsibility of families, students, teachers, and the community.
- Our focus is our students' success.
- Expectations and standards influence performance.
- Attendance is vital to learning success.
- Foster a positive school environment of belonging, trust, respect, and safety.
- Highly qualified, effective instructors and leaders are crucial to the success of our students.
- Cultural diversity is important to the success of every student.
- Athletics, Arts, Academics and Activities motivate students to excel in learning success.
- CCS will be equipped to serve the academic and non-academic needs of all students in their career pathways.
- Cultivate a respectful and safe environment where students can build positive relationships with adults and peers, learn to manage their emotions and behavioral responses, and find academic success.

## Community

Known for artistic excellence, outdoor adventure and a strong business base, Cumberland County, Tennessee is perfectly situated for global outreach. The gem of the beautiful Cumberland Plateau, the area's renowned golf courses and vibrant communities add to an exceptional quality of life. Leading businesses bring fine craftsmanship and new ideas to manufacturing and logistics, while training and education partnerships prepare our skilled workforce for the future.

From art to agricultural businesses, from ceramic and tile manufacturers to other advanced manufacturing companies, Cumberland County's diverse businesses know this is the place to thrive.

Cumberland County's central location on Interstate 40 gives manufacturers and logistics companies easy access to global markets.

Educational institutions partner with each other and with area businesses to develop stronger training programs and prepare the next generation of workers.

## System Facts

**Grades Served:** Pre-K through 12 in 12 schools (9 elementary schools and 3 high schools)

**Student Population:** 6,829

**Employees:** 1,100

**Per Pupil Expenditure:** \$11,935.23

**District Budget:** \$80,920,870.04

## Student Population Demographics

American Indian/Alaska Native: <1%

Asian: 1%

Black/African American: 2%

Hispanic: 7%

Native Hawaiian/Pacific Islander: <10 students

White: 89%

## Student Groups

Economically Disadvantaged: 53%

English Language Learner: 3%

Students with Disabilities: 14%

Black/Hispanic/Native American: 10%

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 May 30, 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  
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