



# Campbell County Board of Education

## SEEKS DIRECTOR OF SCHOOLS

The Campbell County Board of Education is seeking a visionary leader who 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 May 1, 2026.

**Minimum qualifications:** A professional educator's license; a master's +30 or Ed.S. degree in (must have a degree in Educational Leadership) education with a preference for a doctorate degree; five (5) years of successful experience in school administration with a preference for central office experience; 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. Seeks information and ideas relative to the problem, makes decisions that demonstrate fairness, impartial judgment, appropriate analysis, and sensitivity to those affected by the decisions.
4. Proven ability to develop and administer a comprehensive school budget, including allocation of resources; understands federal, state and local funding issues.
5. 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.
6. Has the wisdom to know when change is necessary and the ability and determination to generate such change even in the face of opposition.
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 the ability to unify diverse groups and build and maintain high morale among employees
9. 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.
10. A respected instructional leader with a strong academic background

# About Campbell County

Campbell County is a great place to live and raise a family. Surrounded by the Cumberland Mountains and Norris Lake, and proximity to Knoxville. Whether you're a young and rising educator or a seasoned professional, our county would make a great place to plant your roots and the sky is the limit on leading our school system to greatness.

Campbell County School District is a rural district with a powerful opportunity for the right leader. We are seeking a superintendent who believes every student can grow, every school can improve, and every decision must be guided by results. This leader will build a culture of high expectations, strengthen instruction, and deliver measurable gains in student growth, literacy achievement, and graduation success. For a visionary, student-centered leader ready to make a lasting impact, Campbell County offers the chance to lead meaningful change.

## Community

Campbell County can make anyone feel at home. From our welcoming locals to our bustling business community, our small-town charm with large-town amenities is unbeatable. Our proximity to 1-75 offers quick accessibility to surrounding areas such as Knoxville, Pigeon Forge / Gatlinburg, Western North Carolina, and Eastern Kentucky.

Our community is a prime location for raising children, as our school system strives for an educational environment that offers modern classroom settings that enhances the learning experience. Campbell County is proud to have a strong, healthy workforce that offers job seekers across a variety of fields opportunities for work.

But our area's most favored features are the great outdoors and Norris Lake. When you live in Campbell County, you have the Great Smoky Mountains at your fingertips. Residents of our county enjoy taking advantage of all that nature has to offer, including ATV trails, area hiking, camping, fishing, hunting, and, of course, relaxation time on the lake.

## System Facts

**Grades Served:** Pre-K through 12 in 16 schools (8 elementary schools, 2 middle schools, 3 high schools, 1 online school, and 2 learning academies)

**Student Population:** 4,835

**Employees:** 389

**Per Pupil Expenditure:** (2023-24) \$11,300.98

**Total Operating Expenditures:** (2023-24) \$55,533,040

## Student Population Demographics

American Indian/Alaska Native: <10 Students

Asian: <1%

Black/African American: <1%

Hispanic: 3%

Native Hawaiian/Pacific Islander: <10 Students

White: 96%

## Student Groups

Economically Disadvantaged: 42%

English Language Learner: 2%

Students with Disabilities: 21%

Black/Hispanic/Native American: 4%

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 February 26, 2026, at noon.

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