



Washington County Board of Education

SEEKS SUPERINTENDENT

The Washington 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, 2027.

Minimum qualifications: A professional educator's license with a preference for an administrative endorsement; a master's degree in education with a preference for a doctorate degree; a minimum of five (5) years' experience to include both teaching and administrative 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 with a commitment to accessibility and an open-door policy.
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 for those affected by the decisions.
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. 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. Proven ability to develop and administer a comprehensive school budget, including allocation of resources; understands federal, state and local funding issues.
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. 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 Washington County

Washington County Schools is committed to ensuring every student graduates globally competitive and community-minded. Serving more than 7,600 students across Washington County, Tennessee, the district is distinguished by dedicated educators and staff who provide engaging, rigorous, and supportive learning experiences designed to help every student reach their full potential.

The district offers a comprehensive educational program with opportunities that include advanced coursework, career and technical education (CTE), special education programs and supports, early postsecondary opportunities, industry credentials, and work-based learning. Students also benefit from extensive extracurricular opportunities in athletics, fine arts, student leadership, clubs, and other activities that promote engagement, teamwork, creativity, and citizenship.

Washington County Schools supports the whole child through a robust Coordinated School Health Program, school-based health services, counseling and student supports, and School Age Child Care (SACC). The district also maintains a unique partnership with East Tennessee State University through University School, a K-12 laboratory school, and works closely with families, businesses, industry, higher education, local government, and community organizations to prepare students for success in college, the workforce, military service, and other postsecondary pathways.

The Washington County Board of Education and WCS district leadership remain focused on long-range strategic and facilities planning, responsible stewardship of public resources, and ensuring that schools, programs, technology, and learning environments continue to meet the evolving needs of students and the community.

At the center of this work is a simple commitment: great educators, engaged students, strong schools, and a community working together to prepare every student for the future.

Community

Sited in the natural beauty of northeastern Tennessee between the Blue Ridge and Great Smoky Mountains, Washington County is Tennessee's first county, as well as the nation's first county named in honor of George Washington. As a fast growing region in Tennessee, Washington County is home to 129,375 residents with a combined statistical metro area of greater than 500,000.

The county, part of the Tri-Cities area of Johnson City, Kingsport, and Bristol, is comprised of several communities, including metro Johnson City, population 66,778, and Historic Jonesborough. Jonesborough is the county seat and the state's oldest town, established in 1779. The Town of Jonesborough is known nationally for its 236 year history, is the home of the National Storytelling Center and Storytelling Festival that draws thousands of visitors to the area annually.

The regional economy is dependent upon education and healthcare. Exceptional schools, including several colleges, a state university, a medical school, and a pharmacy school are situated in this location. The area offers excellent medical services, a moderate cost of living, and a temperate climate that all contribute to the excellent quality of life within the county. For a change of pace, metropolitan amenities are close at hand due to nearby interstates and airports.

For more specific information on Washington County's individual communities visit <http://www.washingtoncountyttn.org/>

System Facts

Grades Served: Pre-K through 12 in 14 schools

Student Population: 7,600

Employees: 1,100

Per Pupil Expenditure: \$13,300

District Budget: \$112,000,000

Student Population Demographics

American Indian/Alaska Native: <1%

Asian: 1%

Black/African American: 5%

Hispanic: 2%

Native Hawaiian/Pacific Islander: <1%

White: 91%

Student Groups

Economically Disadvantaged: 29%

English Language Learner: 3%

Students with Disabilities: 17%

Black/Hispanic/Native American: 8%

Military Family: <1%



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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 November 6, 2026.

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