



BOARD OF EDUCATION SEEKS SUPERINTENDENT

THE APPLICATION PROCESS

Qualified candidates wishing to be considered for this position must submit the following to the Elizabethton Central Office to the Attention of Felecia Baird, ECS Administrative Specialist. Applications will be accepted through May 26th. Any applications received after 5:00pm EST will not be accepted.

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

If you have any questions about the application process please contact, Felecia Baird, ECS Administrative Specialist, at (423) 547-8225 or felecia.baird@ecschoools.net ,for more information.

A screening committee will review candidates' qualifications, to ensure those match the stated "Minimum Qualifications" and the Board's stated "Selection Criteria". The screening committee will recommend the finalists to the Board. Additionally, once submitted, application materials are subject to open records requests under Tennessee law.

THE COMMUNITY

Elizabethton is a wonderful place to live and work, which has attracted many new residents over the last decade. Elizabethton residents take pride in their community and participate in several community events throughout the year. The small town of Elizabethton has many historic sites to visit in the surrounding area such as the Sycamore Shoals State Historic Park, Carter Mansion, Doe River Covered Bridge, Roan Mountain State Park, and Watauga Lake. Elizabethton is known for the beautiful mountains and outdoor activities. Many people enjoy a walk downtown visiting the antique shops and eateries or visit the Tweetsie Trail by walking on foot or a bike ride. Elizabethton is in Carter County with the population of Elizabethton, in the 2010 Census, was estimated 14,008 people residing.

THE POSITION

Elizabethton City Schools is seeking an experienced, highly qualified, and visionary leader as its next Superintendent. The person chosen by the Board will assume the role, effective July 1, 2020. The Superintendent shall be the chief executive officer of the school system and shall have under the direction of the board, general supervision of all the public schools, personnel, and departments of the school system.

MINIMUM QUALIFICATIONS

A professional Tennessee educator's license with Administration Endorsement; at least a master's degree in Education with a doctorate preferred; at least two years minimum of successful experience in school district administration; at least three years of successful experience as a teacher; and such other qualifications as the Board deems necessary upon employment of the Superintendent. Please reference BOE Board Policy 5.802 for Essential Functions of Director.

THE SELECTION CRITERIA

1. Has experience in strategic planning, instruction and curriculum development.
2. Possesses leadership skills consistent with demonstrated ability in team building, collaborative consensus facilitation, creative problem solving, and the ability to delegate authority and decision-making.
3. Demonstrates personal integrity based on commitment to a meaningful ethical code.
4. Has experience in strategic planning, instruction and curriculum development.
5. Demonstrates management ability to develop, explain, advocate and supervise the school Board's operating budget, inclusive of variations in enrollment, economic conditions, and both state and federal mandates.
6. Possesses strong communication skills and exceptional listening skills when interacting with the community and stakeholders.

SYSTEM FACTS

Grades Served: Pre-K through 12 in 5 Schools

Student Population: 2,500

Administration, Faculty and Staff: 482

Per-Pupil Expenditure: \$10,487

Graduation Rate: 93%

THE DISTRICT

The Elizabethton City School System is home of the 2019 Class 4A State Football Champions. The Elizabethton City School System demonstrates academic success with two elementary schools recognized as Reward Schools by the Department of Education, and one recognized by the National Blue-Ribbon School Program. Our students have endless opportunities to think, create, and achieve. Our goal is for the students to develop interpersonal and technical skills that fully prepare them for college and the careers of the future. The school system believes that begins with a strong foundation of literacy and math, then progresses into complex problem solving. In the last year the number of students doubled scoring 30 or higher on the ACT. Teachers in the school system are accomplishing this through evidence-based teaching practices, data driven teacher support, and focus on project-based learning. Over the past year new postsecondary pathways for students created community and national partners such as the United States Congress and the XQ institute.

The Elizabethton curricula is based on state standards, evidence based instructional practices, and the individual needs of each student. In 2017, EHS become one of the 18 XQ Super Schools. The school was awarded \$2.3M to reimagine the high school setting for students, by evaluating course offerings, scheduling, time spent in classroom, and community involvement. Over the past two years, Elizabethton High School Project XQ redesigned classes offered to freshmen, introduced new Senior Dual Enrollment Classes with area colleges, Community Improvement Classes, installed a Virtual Reality Lab, and trained teachers on project-based learning. The Career and Technical Education Programs prepare students for trade school, college, and life skills for their future. Elizabethton City School System is continuing to develop new opportunities to prepare students for their careers and develop a vision for their future. The district operates three elementary schools, one middle school, and one high school.

The student populations are as follows:

East Side Elementary: 470

Harold McCormick: 332

West Side Elementary: 351

T.A. Dugger Junior High: 606

Elizabethton High School: 819