

## The 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/>

## The Application Process

Qualified candidates wishing to be considered for this position must submit online the following items to the Tennessee School Boards Association by January 18, 2021.

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



Washington County  
Board of Education

**SEEKS SUPERINTENDENT**

*Inspire every student to  
reach their full potential.*

## The Position

The Washington County Board of Education is seeking an experienced, highly qualified, and visionary leader as its next Superintendent. The person chosen by the Board will assume the role by July 1, 2021.

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. The Superintendent is responsible for the management of the schools under the Board's policies and is accountable to the Board. Minimum qualifications include: 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 individual qualities as well as professional accomplishments with an emphasis on the following:

## The Selection Criteria

1. An effective communicator who speaks and writes effectively to communicate the successes as well as the needs of the school system; is seen as an advocate for the children and for public education; one who can build support, confidence and pride in the school system.
2. Has strong analytical and problem solving skills and seeks information and ideas relative to a problem and makes thoughtful decisions that show fairness, mature judgment, appropriate analysis and sensitivity for those affected by the decisions.
3. Has the ability to listen carefully and process individual and community concerns so that she/he understands the

## The Selection Criteria, cont.

concerns of people who will be affected by a decision. One who has demonstrated effective listening abilities and has a commitment to accessibility and a willingness to maintain an open-door policy.

4. One who has the wisdom to know when change is necessary and the ability to generate such change. Builds support within the community and within the school system for change prior to implementation and has a record of leadership through planned change.
5. One who has experience in working with a community, staff, and students in developing long-range goals for the school system and has the determination to accomplish those goals. Has the ability to united diverse groups for a common purpose.
6. Proven ability to work with the county commission to develop and administer a comprehensive school budget, including allocation of resources; understands federal, state and local funding issues; has a record of success in obtaining funding for quality schools.
7. Has the ability to work effectively with the school board; keeping the board well-informed, sharing credit for accomplishments, and enhancing the reputation and effectiveness of the board.
8. A respected instructional leader with a strong academic background, understanding of day-to-day operations of the classroom, and sound knowledge of instruction, curriculum and educational programs for elementary as well as secondary schools..
9. Has strong interpersonal communication skills and possesses the ability to unify diverse groups and build and maintain high morale among employees. Listens carefully to individual and community concerns and involves people in decisions which affect them.
10. Skilled evaluator of instructional programs and personnel. One who can determine the effectiveness and efficiency of school personnel and programs and take the necessary action to enhance operations.

## The District

Washington County school system is widely recognized for its exceptional instructors and staff. The dedicated faculty and staff believe in valuing each student; guiding students to become responsible citizens and achieve their maximal potential.

All schools are accredited by the Southern Association of Colleges and Schools/AdvancED. Washington County schools provide many extracurricular activities including athletic programs and programs in the arts. The system offers resources for intellectually gifted and appropriate courses for students with learning or other disabilities. A School Age Child Care program approved by the Tennessee Department of Education is available in many schools. The program provides a safe quality care program where children have the opportunity to engage in activities before and after official school hours at a minimal cost to families in need of child care during this time. A Coordinated School Health program provides each school with a health clinic staffed with a full time nurse. ETSU's education program and lab school, University High, is a part of the school district.

As student population has grown, the system has developed and continues to implement a long - range educational plan for building and renovating facilities to meet current and future needs. The Board is working to expand the CTE and career readiness programs for high school graduates.

## System Facts

**Grades Served:** Pre-K through 12 in sixteen schools

**Student Population:** 9,055

**Teachers:** 580

**Per Pupil Expenditure:** \$6,500

**District Budget:** \$80,000,000 (includes federal and nutrition)