

## SEEKS SUPERINTENDENT

The Knox 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 July 1, 2022.

Minimum qualifications: Master's degree required. Superintendent experience preferred, but not required.

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. Has the wisdom to know when change is necessary and the ability and determination to generate such change even in the face of opposition
3. Fosters support, confidence, and pride within the community for the school system through timely information sharing and providing meaningful opportunities to be involved
4. Speaks and writes effectively to communicate the successes as well as the needs of the school system
5. Experience as a teacher who understands the day-to-day operations of the classroom and has sound knowledge of instruction, curriculum, and educational programs that best meet the needs of a diverse student body
6. Has a track record of building and maintaining a diverse staff with high morale
7. 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
8. 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
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. Has demonstrated the ability to work effectively with diverse student populations and multicultural groups within the school system and the broader community

# About Knox County School District

Knox County Schools is a diverse school system including urban, suburban, and rural schools. The district is the third largest in Tennessee. It is governed by nine board members representing nine districts.

Knox County Schools is committed to providing all students with the resources and opportunities needed to be successful. School officials are focused on early-age reading, college and career readiness, individualized learning, student achievement, eliminating disparities in education, creating a positive culture, and making Knox County Schools an employer of choice. The district has partnered extensively with community-based organizations to provide additional supports to students throughout Knox County.

To learn more about Knox County Schools, please visit [KnoxSchools.org](http://KnoxSchools.org).

## Community

Knox County Schools is located in Knox County, Tennessee, an area recognized for its affordable quality of life, its many outdoor recreation adventures, and of course, its great schools.

Knoxville is the largest city in the county, which has a population of more than 475,000 and is a regional economic center in East Tennessee – home to such large corporations as Discovery Channel, Regal, TeamHealth, Jewelry Television and Pilot Flying J.

Also located in Knoxville is the flagship campus of the University of Tennessee, the World's Fair Park Sunsphere and 1,000 acres of Urban Wilderness with 50 miles of trails.

Situated at the foothills of Great Smoky Mountains National Park, it should come as no surprise that the area is blessed with natural beauty and exceptional recreational opportunities, including several lakes, hiking trails and nearly 100 miles of greenways.

Amidst all of that is a historic and vibrant downtown with a thriving arts and culture scene, live music, and many wonderful shops and restaurants.

Knoxville and Knox County is truly a great place to live, work and play. To learn more, please visit <http://www.visitknoxville.com>.

## System Facts

**Grades Served:** Pre-K through 12 in 91 schools (51 elementary schools, 16 middle schools, 16 high schools, 5 special schools, and 3 virtual schools.)

**Student Population:** 60,331

**Employees:** Over 9,000 including 4,437 teachers

**Per Pupil Expenditure:** \$9,394

**District Budget:** \$542,000,000

### Student Population Demographics

3.09% Asian

17.37% Black/African American

12.21% Hispanic/Latino

0.36% Native American/Alaska Native

0.27% Native Hawaiian/Pacific Islander

66.7% White

### 120+ Languages/Dialects

7.85% Spanish

0.53% Arabic/Egyptian/Lebane

0.41% Mayan

0.34% Chinese

0.31% Swahili/Kiswahili

0.26% Burundi/Rundi/Kirundi

0.25% Vietnamese

0.24% Russian

## 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 21, 2022.

1. A formal letter of interest
2. A current resume, including accomplishments by position
3. Copies of any applicable professional licenses or 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 Knox County Board's stated criteria, and make recommendations to the Knox County Board. After receiving the report of the screening committee, the Knox County 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

*Knox County Schools is an equal opportunity employer. Candidates from groups traditionally underrepresented in public school leadership positions are encouraged to apply.*