

SEEKS SUPERINTENDENT

The Kingsport 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, 2023.

Minimum qualifications: Doctorate degree and five years administrative experience as a principal and/or central office personnel.

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. Has successful experience as a teacher and administrator with a strong academic background and understanding of the day-to-day operations of the classroom. Has a sound knowledge of instruction, curriculum, and educational programs for elementary, middle, and secondary levels.
6. Proven ability to manage an organization and to build an effective staff through employment and staff development. Successful in delegating responsibility and in holding subordinates accountable through realistic evaluation.
7. Has experience 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. Proven ability to develop and administer a comprehensive school budget, including allocation of resources; understands federal, state and local funding issues.

About Kingsport City School District

The mission of Kingsport City Schools is to provide a student-focused and world-class education that ensures college and career readiness for all students. Kingsport City Schools offer a rigorous, comprehensive, and vertically-aligned curriculum that engages students in learning through the use of transformative tools and innovative practices. The school district strives to provide personalized opportunities for students to develop social-emotional and academic skills and knowledge to succeed in life. The district recruits and retains diverse employees who are professional, passionate, and student-focused and aligns resources to each students' needs to ensure safe, equitable learning environments at every school. Kingsport City Schools provides families and stakeholders with accessible, effective supports, and meaningful communication to help better understand and engage with families and the community.

To learn more about Kingsport City Schools, please visit <https://www.k12k.com>.

Community

Kingsport is a city of 55,000 located at the intersection of I-81 & I-26 an hour from Asheville, NC, 1.5 hours from Knoxville, TN, and 2.5 hours from Roanoke, VA. Kingsport is part of the Johnson City-Kingsport-Bristol, TN-VA Metro (population 514,000). TRI airport is 20 minutes from downtown with service by Delta, American, and Allegiant. The closest major city is Charlotte, almost an hour closer than Nashville or Atlanta.

Kingsport offers high quality at low cost—a rare combination. Tennessee has no income tax, annual vehicle tax, personal property tax, or inheritance/estate tax. Utility rates and property taxes are also low and there are no special districts or independent taxing authorities to add to your burden.

The school system has a long legacy of success and is a great source of community pride. It is the most often cited reason for intentionally choosing a city residence.

Kingsport is growing at a desirable rate that offers the amenities you need without the negative side effects. Plenty of park space has been forever preserved in Bays Mountain Park (3500 acres), Warrior's Path State Park (1000 acres), a 10-mile Greenbelt, and millions of acres of national forest nearby.

With two hospitals and several multi-specialty physician groups, your medical providers are just minutes away. Kingsport is a national leader. Eastman is building one of the world's largest plastic-to-plastic recycling facilities here, Domtar is converting its paper facility to recycled containerboard to support packaging for e-commerce, and Pal's is the first business in the restaurant industry to receive a Malcolm Baldrige National Quality Award.

It just feels different here. It's a true community. Locals espouse the "Kingsport Spirit"—a can-do attitude that strives for the greater good.

To learn more, including a cost-of-living calculator, visit MoveToKingsport.com

System Facts

Grades Served: Pre-K through 12 in 12 schools (8 elementary schools, 2 middle schools, 1 high school, and 1 STEM designated program.)

Student Population: 7,403

Certified Employees: 589

Student to Teacher Ratio: 15:1

Per Pupil Expenditure: \$11,738.07

District Budget: \$85,488,363.81

Student Population Demographics

White: 78%

Black/African American: 12%

Hispanic: 6%

Asian: 2%

Native Hawaiian/Pacific Islander: Less than 1%

Indian/Alaskan Native: 1%

Student Groups

Economically Disadvantaged: 30%

English Language Learner: 2%

Students with Disabilities: 17%

Military Family: Less than 1%

Homeless: 2%

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 3, 2023.

1. A formal letter of interest
2. A current résumé, including accomplishments by position
3. A copy of all educational certifications and licenses
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
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