

# **CAMPBELL COUNTY TENNESSEE**

**is seeking a  
Director of Schools**

## **MISSION**

*In partnership with the community, the mission of Campbell County Schools is to prepare all students for meaningful citizenship in an everchanging society, by offering a quality, comprehensive education dedicated to building a foundation for lifelong learning while helping students achieve their maximum potential.*

## **The Board**

**Clint Bane, Chairman**

**Johnny Byrge, Vice Chairman**

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**Lisa Fields**

**Sharon Ridenour**

**Mike Orick**

**Steve Morgan**

# The Position

The Campbell County Board of Education is seeking an experienced, highly qualified and visionary leader as its next Director of Schools. The director of schools will serve as the chief executive office of Campbell County Schools and will be responsible for carrying out all school board policies. Candidates will be evaluated on how well their personal and professional qualities match with the needs of the school district. Salary will be negotiated after consideration of professional background and experience. The person chosen by the Board will assume the position on March 2, 2018. **Applicant for Director of Schools must be a Campbell County resident and/or property owner and have the following:**

- A professional educator's license with preference for professional administrative license.
- Ed.S preferred
- Certified in administration and supervision preferred
- A minimum of five (5) years of successful experience in school administration.
- A minimum of ten (10) years of classroom experience in K-12 education.

## The Director of Schools Selection Criteria

Candidates will be evaluated upon Individual qualities and professional accomplishments with emphasis on the following:

- **Applicant must be a Campbell County resident and/or property owner.**
- **Good listener.** A "people person" with exemplary listening skills, who listens carefully and is comfortably interacting with a wide range of persons with diverse backgrounds and education levels.
- **Effective communicator, both oral and written.** Exhibits strong interpersonal communication skills including speaking and writing. Communicates genuine concern for individuals
- **Strong analytical and problem solving skills.** A documented record of team management, solving problems, making wise decisions and bringing issues to a satisfactory resolution.
- **Effective spokesman for school district needs.** Effectively communicates the needs and successes of the schools. Is seen as a champion for children and public education and can build support, confidence and pride in the school system.
- **Goal oriented.** Experienced in working with community, staff, students and board to develop goals for the school system and in working through a plan to accomplish those goals.
- **Makes decisions based on facts and information rather than political affiliation.**
- **Able to work with and generate support from the entire board.** Has a record of working effectively with a school board, keeping the board well-informed and sharing credit for accomplishments. Ability to initiate and adapt to change. Has a record of leadership in working with the board, staff members, students and community to plan and implement change. Maintains familiarity with innovations and related research in education. Has experience in alternative learning to assist with problems.
- **Committed to long-range planning.** Keeps focus on the "big picture". One who can work with the school board, county commission, community and staff to develop a vision of success and long-range plans with timeline to make the vision become reality.
- **Demonstrated knowledge of budget and fiscal affairs.** Someone with the skills necessary to manage successfully a multi-million dollar budget and the facilities of the school system.
- **Knowledgeable about local community.** Ability to understand and relate to local customs and issues. Someone who already is vested in or who has the ability or desire to invest in the community.

# The Application Process

Qualified candidates wishing to be considered for this position must submit the following items to the Campbell County Board of Education office by December 15, 2017. The packet, in an unbound format, must contain:

- A formal letter of interest
- A current resume and curriculum vitae sheet, including accomplishments by position
- A copy of the candidate's Tennessee or other state's license and certifications
- Official University transcripts
- Names, addresses and telephone numbers of five (5) professional references
- Copies of Campbell County Board policies- 5.800 (Director of Schools) and 5.802 (Qualifications and Duties of the Director of Schools) initialed as acknowledgment of being read by applicant. Copies available at Board of Education central office
- Candidates will be subject to a background check and credential validation
- Provide a list(s) of any Bankruptcies/Foreclosures and/or open/closed litigation that you are/were involved that has occurred in the last 10 (ten) years.

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 interview. Tennessee's Open Meetings Law requires interviews to be conducted in meetings open to the public.

**Send applications to:**

**Campbell County Board of Education  
Attn: Clint Bane, Chairman  
172 Valley Street  
Jacksboro, TN 37757  
423-562-8377**