



Searching for a Superintendent Greenville County Schools South Carolina

The position - The Board of Trustees of Greenville County Schools seeks an outstanding educational leader to serve as superintendent of Greenville County Schools, a unified district that serves 70,000 students in an 800 square-mile geographic area. The district is the 50th largest school district in the United States and operates 50 elementary schools, 18 middle schools, 14 high schools, and more than 25 special schools, programs, and child development centers. Greenville County is a diverse community with urban, suburban, and rural areas located in the foothills of the Blue Ridge mountains and within a few hours of Atlanta, Charlotte, Charleston, and the coast. The Board seeks and welcomes applications from all qualified persons. A doctorate degree is preferred. The start date for the new superintendent will be on or before July 1, 2012. Greenville County Schools is an equal opportunity employer.

The district - Recognized as a school system of excellence, Greenville County Schools (GCS) was awarded district-wide National Accreditation from the AdvancED Accreditation Commission, recognizing it as a high quality school district with, according to reviewers, “some of the finest schools the review team had ever seen.”

- **Student achievement** - Student achievement is goal #1 of the GCS Education Plan. Indicators include the Class of 2011 receiving \$95 million in college scholarships and 89% of graduates attending college, with many enrolling in the Nation’s most prestigious universities. GCS students consistently outperform their national peers on the ACT college entrance test and other high stake tests.
- **Qualified staff** - GCS has a very qualified staff at all levels including more than 600 National Board Certified teachers, the 11th highest of almost 14,000 districts in the US. Ninety-eight percent of GCS teachers are highly qualified content experts, and two out of three teachers have advanced degrees.
- **Educational options** - The district is the state leader in school choice, featuring schools of various sizes in urban, suburban and rural settings, and magnet academies offering specialized studies in areas such as communication arts, languages, and science and mathematics. Fourteen percent, or about 9,400 students, take advantage of school choice to match their needs and interests through Change in School Assignment and Magnet Academies.

Many options and programs are available in Greenville County Schools – gifted and talented programs, International Baccalaureate studies at all grade levels, the state’s only elementary school with a school-wide engineering curriculum, career technology, the Fine Arts Center, Roper

Mountain Science Center, virtual school, Baldrige quality schools, special education, and other specialized programs.

- **Extra-curricular activities** - Extra-curricular offerings feature athletics at both the high school and middle school levels, academic clubs and competitions, fine arts such as drama, band and chorus, speech and debate, and various student organizations such as Beta Club and National Honor Society.
- **Community partnerships** - Strong school-community relationships are evident. PTAs and local businesses are active and involved, providing hundreds of thousands of volunteer hours each year and millions of dollars in financial support.
- **Excellent facilities** - Students attend classes in state-of-the-art facilities featuring the latest technology. Seventy schools and centers were constructed as part of the Building Equity Sooner for Tomorrow (BEST) Construction Program, the largest school building program in the state's history. A comprehensive Long-Range Facilities Plan is in place to ensure the school system can address its growing student population, technology, and facility needs.
- **Financial stability** - Greenville County Schools is an excellent financial steward, maintaining the highest credit ratings for South Carolina school districts with an AA+ credit rating from Standard and Poor's and an Aa1 rating from Moody's. A low administrative cost of 1.6 cents per dollar maximizes funding to classrooms and support of students.

Several videos further describing the school district and the quality of life in Greenville County can be viewed on the Human Resources page of the district's website at www.greenville.k12.sc.us/gcsd/depts/hr.

Qualifications -

The Board of Trustees of Greenville County Schools seeks a forward thinking superintendent who will maintain and enhance the school system's collaborative and innovative culture. Greenville's next superintendent has a great opportunity to work with a dedicated school board, an excellent staff, and a supportive community to provide an educational program that enables all students to grow, learn, and prepare for success in a complex and changing world.

The candidate the Board seeks will exhibit these qualities and skills:

VISIONARY EDUCATOR

- A visionary, successful leader who understands complex systems and has the skills and insights to guide a large, multifaceted school system.
- An optimistic servant leader who is actively engaged and visible in schools and the community, works not for self but for the success of all students and exhibits a "student first" philosophy in all decisions and messages.
- An advocate for public education who leads the school system in such a manner that Greenville County Schools will continue to be known throughout the state and nation as a respected and forward thinking school system that sets an example of excellence.
- A problem solver who thinks critically and strategically, uses insight and good judgment to make thoughtful decisions, and encourages the appropriate involvement of others and open discussion to discover and evaluate the best way forward.

INSTRUCTIONAL LEADER

- A dynamic, inquiring leader who understands teaching and learning and works collaboratively to provide an instructional program that focuses on the creative learning processes needed for the 21st century.
- An innovative leader who has a passion to lead and work with staff in an open, encouraging manner to discover and evaluate the best ways to meet the educational needs of all students and to continue the school system's commitment to raising the academic challenge and performance of each student.

COLLABORATIVE MANAGER

- An energetic, insightful leader with an open, forward thinking management style who can engage, motivate, and manage a progressive school system and staff; who delegates authority appropriately while maintaining accountability; and who identifies and selects staff who advance the district's vision and goals.
- A decisive leader with integrity who utilizes a participatory process to identify and solve complex issues, embraces the positive benefit of conflict and adversity, and makes difficult decisions when needed to protect the best interest of students.
- An ethical manager who demonstrates fiscal and operational expertise and an ability to lead a system that assigns its fiscal and human resources efficiently and effectively to benefit all students.

EFFECTIVE COMMUNICATOR

- An open, approachable communicator whose key message is student centered, who speaks out for public education, and who works cooperatively with the staff, students, parents, business and community partners, political entities, and the various and diverse constituencies that make up the Greenville County Schools community.
- An effective leader who works cooperatively with the Board and recognizes the value of transparency, full disclosure and the active engagement of the Board in the decision-making process which builds trust and contributes to a positive professional relationship.
- An active listener who communicates effectively with diverse audiences both inside and outside the system, creates a positive culture of respect, and maintains and builds trust in the school system and community.

Compensation / Term of Employment - The current superintendent's salary is \$221,744. The Board expects to negotiate a competitive salary and benefit package based on experience and qualifications. The new superintendent will officially assume this position on or before July 1, 2012.

Licensure - Applicants are required to hold or provide evidence of eligibility for a South Carolina superintendent's certificate. Candidates are encouraged to obtain information about requirements for certification from the state's Office of Teacher Quality at www.scteachers.org.

Application / Selection procedure - Individuals who wish to be considered for this position will complete an online BWP Applicant Data Form at www.bwpassociates.com. An application file must include a letter of interest indicating reasons for interest in the position, a current resume, and three letters of reference. Candidates must send these materials electronically with the online Applicant Data

Form. Official transcripts will be required from candidates who are invited to interview with the school board.

All materials received will be acknowledged and treated confidentially. BWP & Associates will screen the applications of all candidates. The Board will interview leading candidates. Finalists may be asked to return for a second interview. As part of the selection process, the Board may make a site visit to the home community of the final candidates. Applicants should not make personal contact with members of the school board.

Application Deadline - Feb. 24, 2012 - Letters of application and other required materials must be received by BWP & Associates no later than Feb. 24, 2012. The Board expects to finalize the search by late March 2012.

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www.bwpassociates.com
www.greenville.k12.sc.us