

McCormick County School District Superintendent vacancy

The position - The McCormick County Board of School Trustees is seeking outstanding candidates for the position of Superintendent of the McCormick County School District. The current superintendent is retiring in June 2010.

This district of approximately 1,000 students is located in southwestern South Carolina close to the Georgia border and is one hour northwest of Augusta, GA. McCormick is also approximately one and one-half hours west of South Carolina's state capital, Columbia, South Carolina. Called "The Gem of the Freshwater Coast," McCormick County borders beautiful Lake Thurmond which has 420 miles of shoreline. Lake Thurmond is the largest man-made body of water east of the Mississippi comprised of 70,000 acres. The county has three state parks located within its borders - Hickory Knob State Park, Baker Creek State Park and Hamilton Branch State Park. An excellent climate promotes outstanding opportunities for outdoor recreation and earns the area its reputation as a "sportsman's paradise."

Qualifications - The McCormick County Board of School Trustees seeks a superintendent who has both the instructional and personal leadership skills to ensure district effectiveness and enable all students to maximize their learning potential.

LEADERSHIP

- The superintendent will be a responsive and approachable individual who can build relationships and energize a diverse community to work cohesively for the good of students.
- He/she will bring an open and participatory leadership style and be a fair and skillful evaluator of program, personnel, and school effectiveness to assure the best use of resources and development of staff.
- The successful candidate will be a proactively engaged leader who can effectively utilize available district and community resources as well as "out of the box" thinking when needed for solutions to complex issues.
- He/she will be a high energy role model who will foster trust and goodwill by assuring transparency in all district operations.

INSTRUCTION

- The selected candidate will foster a commitment to and belief in high expectations and quality learning experiences for all children.
- He/she will have a record of success in helping students achieve at high levels and will be an innovative thinker who understands the learning process.
- He/she will support the establishment of a positive environment for staff and students.
- The superintendent will be able to analyze data, increase rigor, recruit and retain effective teachers, and successfully implement a high quality instructional program.

COMMUNICATION

- The successful candidate will be approachable and responsive and have the skills to listen, support, and motivate others in their efforts to produce successful students and a supportive community.
- He/she will be able to effectively communicate and implement a vision for district, school, and staff success.
- A diplomatic and effective communicator, decision maker and delegator, the superintendent will be a visible leader in schools and the community and have the skills to work harmoniously with the board, community, and staff.

FISCAL LEADER

- The successful candidate will have the skills to manage the district's resources efficiently and effectively and understand how to build community understanding and trust of financial decisions.
- The superintendent will be a skilled administrator who will utilize the district's resources in a fair and equitable way to create the maximum benefit for children and taxpayers.

ACCOUNTABILITY

- The superintendent will be able to identify needs, delegate tasks, and hold staff accountable for results.

Compensation / Term of Employment - The Board expects to offer an initial multi-year contract with an annual salary of approximately \$135,000 negotiable depending on experience and qualifications, plus a competitive benefit package. The new superintendent will officially assume this position on July 1, 2010.

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 Board of Trustees.

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. 16, 2010 - Letters of application and other required materials must be received by BWP & Associates no later than Feb.16, 2010. The Board expects to finalize the search mid-March or early April 2010.

Search team:

Dr. William Symons	843-987-0848
Dr. Odell Stuckey	803-360-0929
Mrs. Mary Ann Blaskowitz	803-243-9089

For more information:

www.bwpassociates.com
www.mccormick.k12.sc.us