Searching for a Superintendent

Florence District One School District

Florence, South Carolina

The position
The Florence School District One Board of Trustees is seeking an outstanding educational leader to serve as superintendent of schools.

The district and community
Florence One is an award-winning school district with over 16,000 students and over 2,000 employees. The district has 14 elementary schools, three middle schools, three high schools, a career center, child development centers, an adult and community education center as well as other programs to meet the special needs of children.

The Florence One School District serves a 284-square mile area located in Florence County, South Carolina. It encompasses all or part of several communities, as well as the City of Florence which has over 75,000 residents. Florence is approximately one hour from Myrtle Beach, SC; two and one half hours from the South Carolina mountains; two hours from Charleston, SC; and one and one fourth hours from Columbia, SC and Santee, SC.

Qualifications for the superintendent
The Florence School District One Board of Trustees seeks a superintendent who has the instructional expertise, leadership, and management skills to focus the district on the following priorities:

INSTRUCTION
- The selected candidate will have a proven record of success and be an innovative, student focused thinker who understands the learning process.
- He/she will ensure the establishment of a safe and positive environment for students and staff which offers quality learning experiences for all.
- The superintendent will be able to establish goals, evaluate programs, and recruit, retain, and develop personnel to create a school system that prepares students for success.

MANAGEMENT
- The superintendent will have the ability to secure the confidence of stakeholders and the skills to organize the district and its programs for effectiveness and efficiency.
- He/she will be a highly visible leader who has the desire and skills to work harmoniously with the Board, community, and staff to study the organization and build an effective team to promote community and system harmony.
- The successful candidate will be a decisive, courageous leader who utilizes a participatory process to identify and solve complex district issues while also being willing to make difficult decisions in the best interest of children.
COMMUNICATION
- The successful candidate will be approachable, responsive, and understand and value the importance of transparency and building trust in district operations.
- He/she will communicate effectively with diverse audiences and have the skills to listen, support, inspire, and motivate others to meet the needs of children and families.

FISCAL ISSUES
- The successful candidate will have a proven record of managing resources efficiently and effectively and the skills to build community understanding and support of the district’s financial program and facility needs.
- The superintendent will utilize the district’s resources in a fair and equitable way to create the maximum benefit for children.

Compensation / Term of employment - The Board expects to offer an initial multi-year contract with a negotiable salary of approximately $200,000 depending on qualifications and experience plus a competitive benefit package. The Board desires the new superintendent to officially assume this position at a mutually agreeable time, but no later than July 1, 2018.

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 Educator Licensure at https://ed.sc.gov/educators/teaching-in-south-carolina/.

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. Applicants should not make personal contact with members of the school board.

Application deadline - April 9, 2018 - Letters of application and other required materials must be received by BWP & Associates no later than April 9, 2018. The Board expects to finalize the search by early May 2018

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For more information:
www.bwpassociates.com
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