



Superintendent vacancy

Kershaw County School District

Camden, South Carolina

The position

The Kershaw County School Board of Trustees is seeking an outstanding educational leader to serve as its district's superintendent of schools.

The district and community

Located in the heart of the Palmetto State, the Kershaw County School District is home to more than 10,500 students and over 1,000 employees. The district has three high schools, four middle schools, eleven elementary schools, a career and technology center, and an alternative school.

Located in the Midlands of South Carolina, Kershaw County is approximately two hours from Myrtle Beach, SC; two hours from the South Carolina mountains; two hours from Charleston, SC; and 30 minutes from Columbia, the state's capital. Several educational institutions of higher learning can be reached in about an hour. To learn more about living in Kershaw County, follow this link <http://kershawcountysc.org/quality-of-life/life-in-kershaw> .

More than 70 percent of Kershaw County's 750 teachers have advanced degrees, and 15% are National Board certified. Our teachers have an average of 16 years of experience. Student learning is at the center of everything in our schools. Our schools regularly earn recognition for having test scores in the top ten school districts in the state.

The district is accredited by the South Carolina Department of Education and AdvancED. Its general fund budget totals more than \$80 million, and its graduation rate is over 90%. More than 90 percent of graduates attend college or some other form of continuing education.

The school district offers a full range of academic programs and extracurricular activities. All 20 schools are wireless and connected by a high-speed wide area network. Students and staff have full-time Internet access in classrooms, libraries and computer labs, including distance learning opportunities. Kershaw County was the first school district in South Carolina to provide individual wireless personal computing devices to all high school students through an \$8 million i-CAN initiative. All teachers have personal computing devices, and all classrooms are equipped with interactive whiteboards. Elementary and middle school students are served through technology on mobile carts. The district has been named one of the country's best for its use of technology by the Center for Digital Education.

Kershaw County voters gave approval in November 2016 to a \$129 million bond referendum and a 15-year penny sales tax to fund 17 construction projects including three new elementary schools and a new Applied Technology Education Campus (ATEC) to be built on a common campus with Central Carolina Technical College.

Due to strong financial management, the Kershaw County School District has achieved its highest bond rating ever, resulting in a savings of over \$9.5 million in payments on existing debt. A Center for American Progress study measuring the productivity of school districts in the country rated the district as providing a “high return on its investment”—the only school district in the Midlands and one of only ten in the state to earn these marks.

Qualifications for the superintendent

The Kershaw County School Board of Trustees seeks a superintendent who has the instructional expertise, leadership, and management skills to focus the district on the following priorities:

LEADERSHIP

- The superintendent will have the ability to secure the confidence of stakeholders and the skills to organize the district’s programs and facilities for effectiveness and efficiency.
- He/she will be an approachable leader who has the desire and capacity to build effective teams to promote harmony and system success.
- The successful candidate will be a decisive, courageous leader who utilizes a participatory process to make difficult decisions in the best interest of children.

INSTRUCTION

- The superintendent will be an instructional leader with a record of success and a deep understanding of the teaching and learning process.
- He/she will lead and support staff in a team focused, encouraging manner to ensure positive student outcomes.
- The superintendent will be a creative thinker who will support staff and develop a learning culture that balances accountability demands with the needs of student learning.

PERSONAL QUALITIES

- The candidate will bring a forward thinking, proactive management style and be respected as one who can engage, motivate, and manage a successful school system.
- The Board seeks an individual who has the energy, integrity, and desire to create a positive culture of respect where there is openness and fairness to all.
- He/she will be an innovative servant leader who has a student centered focus.

COMMUNICATION

- The successful candidate will be an effective communicator who will actively engage with students, staff, parents, and communities in all areas of the district.
- The Board seeks an individual who is an active listener who values transparency and open communication.

FISCAL ACCOUNTABILITY

- The successful candidate will have the skills to manage the district’s resources efficiently and effectively and understand how to build community support and trust of financial decisions.

- The superintendent will utilize the district's resources in a fair and equitable way to create a safe and supportive learning environment for maximum student learning.

Compensation / Term of employment - The Board expects to offer an initial multi-year contract with a negotiable salary and benefit package up to \$200,000 depending on qualifications and experience. 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 <http://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 20, 2018 -

Letters of application and other required materials must be received by BWP & Associates no later than April 20, 2018. The Board expects to finalize the search by the end of May 2018.

Search team:

Dr. William Symons	843-368-4312
Mary Ann Blaskowitz	803-243-9089
Dr. Odell Stuckey	803-360-0929

For more information:

<http://www.bwpassociates.com>
<https://www.kcsdschools.net>

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