



Weakley County Board of Education

SEEKS DIRECTOR OF SCHOOLS

The Weakley County Board of Education is seeking a visionary leader that is highly qualified with significant experience as its next Director of Schools. The person chosen by the Board will assume the role on or before July 1, 2023.

Minimum qualifications: Master's degree, Ed. S., Ed. D., or Ph.D. in education required. Professional educator's license and three years of successful experience in education leadership required.

Other qualifications: Must have experience in education administration. Significant experience in curriculum, school operations, and community relations is required. Must have effective written and verbal communication skills. Must have the ability to develop positive relationships with others within and outside of the school community, including but not limited to members of the Weakley County School Board, school employees, students, State and local officials with oversight over public education, and other stakeholders. Must be able to effectively work as part of a team, exhibit professionalism at all times when carrying out the duties of the Superintendent, and demonstrate the attributes and qualities of a positive role model.

Candidates will be evaluated in accordance with their education, experience, and professional accomplishments with an emphasis on the following:

Selection Criteria

1. Has exceptional listening skills with a commitment to accessibility and an open-door policy.
2. Has the wisdom to know when change is necessary and the ability and determination to generate such change even in the face of opposition.
3. Fosters support, confidence, and pride within the community for the school system through timely information sharing and providing meaningful opportunities to be involved.
4. Speaks and writes effectively to communicate the successes as well as the needs of the school system; is seen as an advocate for children and public education; can generate public support that will in turn generate adequate funding.
5. Has sound knowledge of instruction, curriculum, and educational programs that best meet the needs of a diverse student body.
6. Has a track record of building and maintaining a diverse, well-supported staff with high morale.
7. Shows a commitment to working with students, parents, staff, the community, and the school board in developing long-range goals and strategies.
8. Ability to make use of those tactics for the school system with the determination and ability to accomplish those goals. Focuses on students' critical thinking, well-being, and learning.
8. Seeks information and ideas relative to the problem; makes decisions that demonstrate fairness, impartial judgment, appropriate analysis and sensitivity for those affected by the decisions.
9. Is willing to work effectively with a school board by keeping the board well informed, making clear and sound recommendations, standing firm with decisions, sharing credit for accomplishments, and enhancing the reputation and effectiveness of the board.
10. Has demonstrated the ability to work effectively with diverse student populations and multicultural groups within the school system and the broader community.
11. Shows a willingness to work with the County Commission to develop and administer a comprehensive school budget, including allocation of resources; understands federal, state, and local funding issues; has a record of success in obtaining funding for quality schools.

About Weakley County Schools

At Weakley County Schools, our goal is to engage, support, and challenge students as they develop skills and confidence to achieve educational success. We support and celebrate our passionate faculty and staff who help shape the lives of students. Located in beautiful, rural West Tennessee, the mission of Weakley County Schools is to provide an educational environment that encourages students to achieve their full potential as they prepare for unique roles as contributing members of our complex and changing society.

Community

Weakley County has a rich history with deep roots in agriculture, rail, and education. The county is one of the State's leading producers of corn, soybeans, and sweet potatoes. Filled with historic homes, buildings, churches, and other landmarks, Weakley County epitomizes the safe and charming feel of small town living. Each of Weakley County's communities including Dresden (county seat), Gleason, Greenfield, Martin, Palmersville, and Sharon, has a distinct personality and unique offerings. The county hosts a variety of festivals and events throughout the year including Dresden's Iris Festival, Gleason's Tater Town Special, Greenfield's Fire Prevention Festival, Martin's Soybean Festival, and Sharon's Corn and Music Festival.

The county is known throughout the region as an epicenter for higher education. Martin is home to the University of Tennessee at Martin, the primary regional university in the UT System with more than 6,800 students, 6 locations, and a strong online presence. The Personal Development Center in Dresden offers courses and programs through Dyersburg State Community College and Tennessee Colleges of Applied Technologies [TCAT] which is a leader in technical education and industry training. Three separate TCAT campuses are only minutes away in Paris, McKenzie, and Newbern.

Weakley County is the perfect place to enjoy the outdoors. With city parks in each community, and several large recreational parks with ponds in the largest city of Martin, residents young and old enjoy well-kept spaces for outdoor fun. Located just a few miles outside of Dresden and Gleason is Garrett Lake, a 183-acre state maintained lake that's perfect for a picnic or day trip. A boat launching ramp and fishing pier are available, and a wooded trail walk is popular at the site.

Just a few short miles east in neighboring Obion County is Discovery Park of America, a state-of-the-art 100,000 square foot museum and extensively landscaped outdoor park. The park hosts many special events throughout the year. It's located just a few short minutes from Weakley County for nearby family fun or educational school field trip, yet it's far enough away from the hustle and bustle of visitors and traffic to the area.

Weakley County is centrally located between the Mississippi and Tennessee Rivers in the heart of Northwest Tennessee. A one day's drive to most major U.S. markets, the infrastructure includes a four lane divided highway, SR 22, that connects the county to I-40 and US 51 (the future I-69). Weakley County and neighboring Obion County jointly own the Everett-Stewart Regional Airport, a two-runway, full service airport that boasts \$10.9 million in total economic impact.

System Facts

Grades Served: Pre-K through 12 in 10 schools. (2 Pre-K - 12 schools, 1 Pre-K - 8 school, 1 Pre-K - 3 Primary School, 2 elementary schools, 2 middle schools, 2 high schools.)

Certified Teachers: 282

Student to Teacher Ratio: 14:1

Teacher Retention: 86.6%

Graduation Rate: 93.1%

Student Population Demographics

Student Population: 3,849

White: 82%

Black/African American: 12%

Hispanic: 4%

Asian: 1%

Native Hawaiian/Pacific Islander: <1%

Indian/Alaskan Native: <1%

Financial Demographics

District Budget: \$41,490,576 in State and Local Funds

Local Percentage: 22.9%

Per Pupil Expenditure: \$10,659.13

Student Groups

Economically Disadvantaged: 35%

English Language Learner: <1%

Students with Disabilities: 14%

Military Family: <1%

Homeless: 1%



8319 Highway 22, Suite A, Dresden, TN 38225
731-364-2247 fax 731-364-2662



Weakley County Board of Education

Application Process

Qualified candidates wishing to be considered for this position must submit online the following items to the Weakley County School Board and Board of Education by 12:00 PM on Friday, March 10, 2023.

1. A formal letter of interest
2. A current résumé, including accomplishments by position
3. A copy of all educational certifications and licenses
4. University transcripts
5. Names, addresses, email addresses, and telephone numbers of five (5) professional references.

Apply Online at:

weakleycountyschools.com/schoolboard/directorsearch

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 be interviewed.

Additionally, once submitted, application materials are subject to open records requests under Tennessee law.



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