



# SUPERINTENDENT OF SCHOOLS SOUGHT

## SCOTLAND COUNTY, NORTH CAROLINA

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The Scotland County Board of Education is seeking a superintendent to lead the school system as it continues its pursuit of excellence. Applications are due by **September 8, 2020**.

The Scotland County Board of Education consists of eight members elected to four-year staggered terms. The Scotland County School System serves approximately 5,700 students in prekindergarten through twelfth grade. The district operates one primary school, four elementary schools, two middle schools, one traditional high school, one early college high school, and one alternative school. The district's mission is to develop responsible, productive citizens by providing an excellent education for children through engaging instruction. By partnering with families and the community, the district seeks to ensure that every child's academic, social, and physical needs are met in a safe, nurturing environment. Please visit the school system website at <https://www.scotland.k12.nc.us/> to learn more about the Scotland County Schools.

Scotland County is home to over 36,000 citizens and is located in the southeastern region of North Carolina, adjacent to the South Carolina line. Spanning eighteen miles east to west and twenty-five miles north to south, the county is located halfway between Charlotte, the state's largest city, and Wilmington, the state's largest port. The Scotland County area gives access to a wide variety of pursuits, including the old game of the Scots—golf—wine tasting, hiking and paddle-sports, or simply picnicking with friends and family in public parks. The county is often referred to as the “Soul of the Carolinas”—as it maintains its historical and personal touch in one of the fastest growing states. Visitors and locals alike are attracted to Scotland County's many festivals (e.g., Scotland County Highland Games, Storytelling Festival of Carolinas, John Blue Festival, Kuumba Festival), historical sites (e.g., John Blue House, Old Laurel Hill Church), and museums and heritage (e.g., Scotland County Museum, Indian Museum, Scottish Heritage Center). In addition to being home to St. Andrews University, Scotland County is in close proximity to other institutions of higher learning, including the University of North Carolina at Pembroke, Fayetteville State University, and Richmond County Community College's Scotland County Campus. Also, Scotland County has a very diverse population, with the three largest ethnic groups being White, African American, and American Indian. Suggested websites for further area information include: <https://www.laurinburgchamber.com/>; <http://www.downtown-laurinburg.com/>; and <https://www.visitnc-soul.com/heritage/scotland.html>.

Candidates must meet the legal requirements to be licensed as a superintendent in North Carolina or be qualified to serve under the State Board of Education's alternative guidelines. Central office and building-level experience are preferred. A doctorate degree or progress toward a doctorate degree is preferred but not required. A successful candidate must demonstrate ability and success in (1) visionary educational leadership, including an understanding of equity factors and the influence of equity on educational outcomes; (2) curriculum and instruction; (3) goal-setting and monitoring achievement; (4) fostering community and intergovernmental partnerships; (5) administration and organization of short-term and long-term strategic planning, budgeting, and personnel and facilities management; (6) strong communication and effective team-building skills; (7) procuring additional funding; (8) visibility and involvement in community activities; (9) leadership in maintaining safe and orderly school environments; (10) planning and funding of school facilities; (11) decision-making, delegation, and follow-through, (12) equipping today's students with the knowledge and skills to thrive in tomorrow's world, and (13) establishing strong Career and Technical Education programs to improve students' workforce readiness. In addition, a successful candidate will be required to live in Scotland County.

Applicants must complete the board's required application form, accessible online via the North Carolina School Boards Association's webpage at [www.ncsba.org/super-search/north-carolina-vacancies](http://www.ncsba.org/super-search/north-carolina-vacancies). Please do not

contact, or ask anyone you know to contact, individual board members about your interest in or application for this position. All inquiries should be directed to Allison Schafer, Legal Counsel/Director of Policy, North Carolina School Boards Association, 7208 Falls of Neuse Road, Suite 301, Raleigh, NC 27615-3244. Phone: (919) 841-4040. FAX: (919) 841-4020. E-mail: [aschafer@ncsba.org](mailto:aschafer@ncsba.org). All inquiries will be kept confidential.