

The Community

Robertson County was named in honor of General James Robertson, who founded the Cumberland Settlements. It is the home of 10 incorporated cities and is bordered by Interstate 24, which runs through western Robertson County and Interstate 65 through the eastern section of the county.

The County is 477 square miles and is governed by an elected twenty-four member County Commission. An elected County Mayor is the chief executive officer for the county.

According to the 2010 Census, the county's population was 66,433 and it continues to grow in number as well as in diversity. The county has grown over twenty percent in the past ten years and the school system enrollment has increased by thirty-seven percent in the last fifteen years.

Growth has occurred in all areas of the local economy. Improvements are seen in local industry, retail-store availability and health care options.

Each year, the cities in the county host multiple activities allowing families to come together and continue in the tradition of being a family-oriented community

Selection Process

The Robertson County Board of Education encourages qualified candidates who wish to be considered for the position to submit a packet of materials that includes the following:

1. A letter of interest;
2. A current resume;
3. University transcripts with placement file containing letters of reference;
4. Names, addresses, and telephone numbers of five current professional references;
5. Place all items in an envelope, seal, and label "2012 Director Search";

Deadline for submitting credentials: Feb. 22, 2012.

The Director of Schools will assume the position on July 1, 2012.

Proposed salary package \$120,000 to \$150,000

Please address all correspondence to:

**Robertson County Schools
Attention: Director of Schools Search
2121 Woodland Street
Springfield, Tennessee 37172**

ANNOUNCEMENT OF VACANCY

DIRECTOR OF SCHOOLS



**ROBERTSON
COUNTY**

TENNESSEE

The Schools

The Robertson County Public School System operates nineteen fully accredited schools, an Alternative Program, and several other academically focused programs.

Enrollment in the Robertson County School system is approximately 10,900 students. Schools range from small rural clusters to semi urban along with mid-size suburban.

Demographics

Economically Disadvantaged	51%
African American	11%
Hispanic	8%
White	80%
Other	1%

18% of students attend Title I schools

Employees

Teachers:	795
Administrators:	56
Other Staff	445

Source of Funds

General Fund Budget

Local	30.6%
Federal	5.6%
State	63.8%

Federal Fund & IDEA Budget

Approximately \$4,400,000.00

Selection Criteria

Communication

- Utilizes clear oral and written communication to articulate the mission, purpose, goals, and needs of the school system.
- Recognizes communication is two-way and listens carefully to all stakeholders – students, staff, parents and community.
- Provides educationally sound rationale for decision making.
- Ensures all stakeholders are educated and informed of decisions, plans, and initiatives.
- Interacts positively with a variety of different cultures.
- Garners the support of district staff, the school board, county commission, local business and community organizations in supporting a common purpose.

Curriculum, Instruction & Assessment

- Ensures a rigorous and viable curriculum aligned with state standards is planned, taught, and assessed for learning.
- Communicates an understanding of research-based instructional strategies and expects their implementation.
- Ensures the learning progress of each student is monitored and a plan for additional time and support is available.
- Utilizes data at all levels to make decisions about what is best for students and to improve instructional practices.
- Provides evidence of success with low performing schools.
- Values instruction and student learning above all else.

Leadership

- Emphasizes meaningful and high-quality collaboration throughout the district.
- Models the belief that all students can learn and that district educators have a significant level of influence on the degree to which students succeed.
- Demonstrates a commitment to continuous learning by participating in and providing opportunities for professional growth.
- Provides the resources and support necessary for staff to meet expectations.
- Exhibits strong analytical and problem-solving skills
- Develops procedures and makes decisions that support the overall mission and purpose of the school district.
- Displays respect for and involvement in different cultural community activities

General

- Proven fiscal manager
- Excellent planning and organizational skills
- Recognition and respect of peers
- Residency in Robertson County within six months of assuming the position
- Minimum of a Masters degree and eligible for superintendent's certification in Tennessee
- Experience in teacher evaluation, local school and district leadership,