

## **Regional Superintendent**

Posted Date 20 hours ago(6/3/2025 1:01 PM)

Location Name: Central Office

Salary Min: USD \$160,000.00/Yr.

Salary Max: USD \$175,000.00/Yr.

Category: Central Office

# of Openings: 2

Close Date: 6/13/2025

Subject: Not Applicable - Non-Instructional Position

Purpose and Scope

### **SUMMARY DESCRIPTION**

Provides oversight responsibility for schools, principals, teachers, and staff in one of the western regions of the district that includes strategic planning and leadership to coordinate or integrate services for schools in that region in order to maximize efficiency and quality. Provides direction to ensure business strategies and objectives are met.

### **Essential Job Functions**

This position description is not intended to be an exhaustive list of all duties, knowledge or abilities associated with this classification, but is intended to accurately reflect the primary job elements.

Provides executive-level leadership in the planning, organization and direction of academic/ instructional and operational support functions of the K-12 schools within an assigned region of the district; responsible for implementing the district's mission in the assigned region and improving achievement within the region.

Oversees day-to-day operation and human, plant, and fiscal management of schools in the region:

Works with principals to resolve school-based concerns and problems and assist principals and teachers in striving for maximum student achievement.

Assists principals with decision making and problem solving; plans and develops programs to be implemented across assigned schools.

Assists in the implementation of district initiatives; monitors the results of programs implemented; develops policies, standards, and a vision for assigned schools.

Coordinates with other regional superintendents & CAO to ensure alignment with district strategy across regions. Directs, oversees, administers, and be accountable for the delivery of academic programs and instructional strategies to increase student achievement in the region.

Manages the portfolio of schools in the region:

Develops short- and long-range academic plans for assigned schools; oversees implementation of plans to ensure adherence to organizational standards, policies, and procedures, and makes adjustments as needed.

Serves as a resource to administrators, faculty and other personnel for professional, administrative, and other matters.

Supports the development and evaluation of academic programs and student achievement for schools in the region:

Drives school improvement.

Develops, organizes, and implements models of technical assistance for schools with low student achievement and models of continuous improvement for schools with average to high student achievement.

Works with Planning and Accountability to recommend strategies for improving school performance.

Assists and monitors each school in the development, implementation, and assessment of individual school improvement plans.

Builds teacher capacity and drive continuous improvement in instruction for schools in region:

Supports, in conjunction with Talent Management, the recruitment and development of teaching talent.

Develops policies and programs to optimize and improve instructional quality across all grades.

Supports the development of professional development and other teacher support programs to increase the overall quality of instruction.

Drives school leader development:

Manages and leads ILDs & principals in region.

Implements LEI / principal evaluation components.

Supervises and evaluate principals.

Designs and conducts regular meetings to address the instructional and management needs of principals and assistant principals.

Identifies and recommends site administrative personnel through the board-approved recruitment and selection process.

Connects assigned schools with the communities of the assigned region by participating in community organizations, community functions, and extracurricular activities.

Monitors school progress through feedback:

Constructs open lines of communication from students, teachers, principals, directors, superintendents, the Board of Education, business leaders, consultants, and parents.

Receives suggestions, advice, and general feedback on the operations of schools.

Analyzes feedback from across the school system hierarchy, bringing insight from all levels to incorporate in policy and decision making.

Identifies opportunities for assigned schools to "spotlight" their success in the district and collaborate with communications personnel to promote school programs and achievements.

Oversees district-wide program planning, organization, control, and overall strategic direction.

Develops short and long-range plans to ensure business strategies and objectives are met, and policy development, in accordance to lawful and ethical standards for the following functional areas:

Regional multi-year planning and strategy for academics and instruction.

Regional development and evaluation of academic programs and student achievement

Regional school improvement

Regional teacher and principal hiring and professional development.

Develops, presents, and defends program budget requirements; oversees and approves program expenditures and prepare financial forms and reports.

Communicates with authorities and liaise with other departments in order to establish and maintain effective and relevant activities; uses personal judgment and initiative to develop effective and constructive solutions to challenges and obstacles.

Supervises staff establishing standards and effectively select, train, motivate, delegate, monitor and evaluate performance to ensure targets and goals are met. Facilitates professional development and serves as coach and mentor.

Directs the preparation and maintenance of a variety of narrative and statistical reports, records, correspondence, and files related to assigned service, activities, and operations; provide for appropriate research and compiles reports, as needed.

Performs other related duties as assigned or directed.

#### Minimum Qualifications

Graduation from an accredited college or university with a Master's Degree in Education, Educational Leadership, Curriculum and Instruction Administration, or equivalent plus an additional 8 years related experience; 10 years equivalent experience, for a total education/experience of 14 years. Minimum five (5) years of principal experience with 3 years of proven track record with achievement, growth, culture, and climate. Must also have three years of proven experience leading a cluster/cadre of schools. Valid Tennessee School Administrator's license and other certifications as required by state and local policies (e.g., Tennessee professional teacher's license). Successful experience as a principal and district leadership is preferred.

(PROOF OF EDUCATION, TRAINING, AND/OR EXPERIENCE IS REQUIRED).

#### Degree Equivalency Formula:

Bachelor's Degree= 4 years plus required years of experience.

Master's Degree= 2 years plus required years of experience. Where Master's degrees are required, years for Bachelor's Degrees must be included.

#### Additional Job Details

Salary min. \$160,000.00 to max. \$175,000.00

Interested persons must apply through the MSCS Careers website: <http://www.scsk12.org/>