



DARE COUNTY SCHOOLS

POSITION PROFILE
SUPERINTENDENT
AUGUST 2022



THE OPPORTUNITY

Superintendent

The Dare County Board of Education, headquartered in Nags Head, North Carolina, is seeking a highly qualified leader to serve as Superintendent. Dare County Schools is a high-performing district comprised of approximately 5,200 students in 11 schools, which include five elementary schools, two middle schools, two high schools, an alternative school, and a secondary school that serves students in grades 6-12. The district spans almost 110 miles from northernmost Duck to southernmost Hatteras and as far inland as East Lake.

Desired Qualifications:

- Possesses superintendent or executive-level leadership experience in a school system that is similar in size and scope to Dare County Schools.
- As a visionary leader, understands how to lead through change and implement change, with an intentional focus on improving student outcomes.
- Works collaboratively and utilizes effective methods of interpersonal communication with the DCS Board of Education, school, and community stakeholders.
- Promotes and encourages diversity, equity, inclusion, and fairness in all initiatives.
- Able to navigate the diversity of different perspectives of the current educational environment and the ability to understand and be sensitive to our unique local political and educational landscapes.
- Has a strategic and adaptable approach to leading with transparency and integrity by being both visible and available to all staff.
- Understands how to navigate student discipline and school safety issues effectively.
- Engages and partners with local businesses and industry for effective workforce development and planning to benefit students.
- Maximizes operational effectiveness in fiscal and human resources.
- Maintains a focus on equity with large-scale capital improvement projects district-wide.
- Has extensive experience in short and long-term strategic planning.

Mission Statement

Dare County Schools will empower every student to be an innovative problem solver and engaged global citizen



Find out more about Dare County Schools

www.daretolearn.org

Application available at www.daretolearn.org

Send completed applications to:

Poyner Spruill^{LLP}

Attention: Rachel Hitch

P.O. Box 1801

Raleigh, North Carolina 27602

Phone (919) 783.1146

Email: rhitch@poynerspruill.com

An application should include:

- A letter setting forth personal qualifications, experiences, and reasons for interest in the position
- A current resume
- A complete application form
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

Candidates are asked to not contact board members directly. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence pursuant to North Carolina school personnel statutes. For non-confidential personnel information, Dare County Schools Board of Education complies with applicable public information laws.

Dare County Schools is an Equal Opportunity Employer.

Selection Process

1. Application deadline
August 31, 2022
2. Finalists select by the Board of Education
3. Finalist interviews with the Board of Education
4. Selection of new superintendent

