



SUPERINTENDENT OF SCHOOLS SOUGHT

KANNAPOLIS, NORTH CAROLINA

The Kannapolis City Board of Education (“Board”) is seeking a superintendent to lead the school system as it continues its pursuit of excellence. 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 will be required to live in the Kannapolis City Schools district.

A successful candidate must demonstrate the ability to achieve success in (1) visionary educational leadership; (2) curriculum and instruction; (3) goal setting and monitoring achievement; (4) fostering community and/or intergovernmental partnerships; (5) administration and organization of short-term and long-term strategic planning, budgeting, and personnel and facility management; (6) strong communication and effective team-building; (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; and (11) decision making, delegation, and follow-through.

The Board consists of five members elected to staggered, four-year terms. The Kannapolis City Schools (“KCS”) is one of only a few city school systems that remain in North Carolina and currently serves approximately 5,500 students in prekindergarten through twelfth grade. KCS currently operates a Head Start program, six elementary schools, one middle school, and one high school. The district proudly offers magnet programs and other innovative initiatives to its students, from Dual Language Immersion and Global Studies, to A+ Arts, STEM, CTE, and Wellness and Learning. KCS also offers students the opportunity to pursue more than 25 career pathways and earn more than 40 professional certifications. The Board’s stated mission is: “To promote an environment that ensures safety, community, equity, and growth.” Please visit the [school system website](#) to learn more about KCS.

Kannapolis, North Carolina, offers an exceptional quality of life and a vibrant community that makes it an ideal place to live and work. With a population of approximately 60,000, Kannapolis boasts a revitalized downtown that combines modern amenities with historic charm, featuring local shops, restaurants, and cultural attractions. Sports enthusiasts can enjoy the state-of-the-art Atrium Health Ballpark, home to the Kannapolis Cannon Ballers. The city is also a hub for innovation and health research, thanks to the North Carolina Research Campus, a collaborative center dedicated to advancing nutrition, health, and biotechnology. Conveniently located just 25 miles from Charlotte, Kannapolis offers easy access to world-class entertainment, dining, and professional opportunities, while also being within a few hours' drive to both the serene Blue Ridge Mountains and the sunny Carolina beaches. This unique combination of small-town charm, cutting-edge research, and accessibility makes Kannapolis an outstanding place to lead and grow.

Applicants must complete an application for employment with KCS. All inquiries must be submitted electronically to the Board’s attorney, Rachel B. Hitch, Partner at rhitch@poynerspruill.com.

Applications are due by 5:00 pm Eastern Standard Time, February 28, 2025.
All inquiries will be kept confidential. If you have any questions about or difficulty accessing the application, please call Rachel Hitch at (919) 783-1146.