



APPLICATION PROCESS

The official superintendent application and other information are available on the Mississippi School Boards Association (MSBA) website, www.msbaonline.org, under the "Superintendent Searches" link. For more information, potential candidates may contact MSBA at 601.924.2001. Applicants should not contact the Benton County School District Board of Trustees directly.

Qualified and interested candidates should submit the following information no later than **4:30 p.m., November 6, 2020:**

- formal letter of interest
- completed superintendent application
- current résumé
- official copy of all college/university transcripts (*must be in a sealed envelope or electronic format directly from college/university sent to Dr. (Mrs.) Tommye Henderson, thenderson@msbaonline.org*)
- copy of valid Mississippi Educator's License

with Administrator Endorsement or statement indicating candidate is attempting to secure a Mississippi Educator's License

Postage mailed application packages should be addressed to:

**MSBA Superintendent Search
Benton County Superintendent Search
P.O. Box 178
Clinton, MS 39060**

Emailed application packages should be sent to:
Dr. (Mrs.) Tommye Henderson at
thenderson@msbaonline.org, with subject line
**"Benton County Superintendent
Search Application"**

*EMAILED APPLICATION PACKAGE
DOCUMENTS MUST BE IN PDF FORMAT.
[CANNOT INCLUDE TRANSCRIPT(S)]*

THE COMMUNITY

Located at the crown of Mississippi is the growing community of Benton County that serves over 8,700 residents within 3 communities that include Hickory Flat, Snow Lake Shores, and Ashland, which is the county seat. Ashland is 27 miles from Blue Springs, Mississippi and just a hour drive from Memphis. Local residents and visitors can enjoy 5 nearby bodies of water with Snow Lake being the largest. Benton offers residents small town living with big city pride.



Announcing the position of

SUPERINTENDENT OF EDUCATION

Benton County School District

231 Court Street - P.O. Box 247 Ashland, MS 38603

Deadline to Apply:
November 6, 2020

ABOUT THE DISTRICT

The Benton County School District has a tradition of shaping the future of the next generation one child at a time. Five schools — Ashland Elementary, Ashland Middle and High School, Hickory Flat Attendance Center, BCS Alternative School and Career Technical Center — focus on providing students in Pre-K – 12th grade a comprehensive, real world education. Comprised of 406 square miles of land area, the district serves the communities of Ashland, Hickory Flat, Lamar, and Michigan City.

With more than 1,000 students, Benton County School District is small enough for a family atmosphere, yet large enough to ensure growth. The district is widely recognized for its high academic standards and accomplishments. There has been a steady rise in college course offerings and in enrollment at both high schools over the past three years. Benton County's ACT scores have improved over the past six years. College and career ready improvements for students have been implemented and are exceeding expectations.

A strong community base, stellar academic offerings, and award-winning extracurricular activities help solidify the district's reputation for delivering a comprehensive student education year after year. Benton County School District is "Working Together Where No Child Is Left Behind".



INVITATION TO APPLY:

The Benton County School District seeks an innovative, forward-thinking, technology embracing, highly accomplished school administrator to guide the district to the next level of outstanding student achievement. The successful candidate will assume leadership of the Benton County School District on or before January 1, 2021.

APPLICANT CRITERIA:

The Superintendent of Education serves as the chief executive officer of the school district and is responsible to the Board of Trustees for ensuring compliance with all board policies, Mississippi State Board of Education rules and regulations, and state and federal laws. Candidates will be evaluated on their professional merits, with emphasis on the following criteria:

- Holds a valid Mississippi administrator license or eligibility to obtain one.
- Holds a Master's degree in school administration/ leadership or advanced degree.
- Meets Mississippi Legal Requirements: Has served as a superintendent or an assistant superintendent within the last five years, or has classroom or administrative experience of not less than six years which shall include at least three years of administrative experience as a school building principal in a school (1) with an "A" or "B" accountability rating, (2) that increased its accountability rating by a letter grade during the period in which the applicant was employed as a principal at the school, or (3) in another state with a comparable accountability rating or improvement as verified by the Mississippi Department of Education, or (4) meets [Alternative Superintendent Licensure Qualifications for Non-Education Candidates as posted on Mississippi Department of Education Licensure website.](#)

The Benton County School District is an Equal Opportunity Employer and complies with all state and federal laws. Applicants are subject to financial and criminal background checks as required by Mississippi law.

APPLICANT CRITERIA:

- Recent documented track record of raising the achievement level of all students in the district
- Ability to use data to improve student achievement
- Successful experience with and understanding of financial planning, budget preparation, and budget management: district level preferred
- Experience with diverse populations and student needs; understanding of the challenges of a rural school district
- Ability to implement a safe and orderly school climate through proper plans and procedures
- Knowledge of strategic planning, including development, implementation, and monitoring
- Ability to develop positive rapport, while providing strong leadership to administrators, teachers, and other school personnel
- Ability to implement a safe and orderly school climate through proper plans and procedures
- Recruits and invests in the development of and the retention of highly qualified personnel
- Ability to develop a climate of trust and openness with all stakeholders
- Ability to engage parents and community stakeholders in the life of the school
- Willingness to and ability to work cooperatively with school board members
- Possesses high moral and ethical standards of conduct
- Ability to make difficult decisions
- Effective communication skills including speaking, listening, writing, and technology
- Is committed to becoming an active and visible member of the community; living with his/her family in the school district
- Will actively search for grants/endowments and report to the Board monthly
- May reside within a 75 mile radius of the school district

Applications can be found
online at
www.msbaonline.org