

Leadership Profile

Superintendent of Schools - Moore County Schools – North Carolina

The Moore County Board is seeking an innovative, forward-thinking, servant leader who can serve as a credible, clear voice for public education in the community. Candidates with a proven track record in roles such as superintendent, deputy superintendent, assistant superintendent, or equivalent administrative positions are preferred. Additionally, experience in a growing, demographically diverse district that serves a significant military population is highly desirable, as is expertise in developing programs that meet the needs and aspirations of students with diverse needs.

District Strengths

Stakeholders consistently noted the following as defining strengths of Moore County Schools:

- Excellent teachers and staff who demonstrate dedication, longevity, and strong relationships with students.
 - A supportive and engaged community, with strong parent involvement and a close-knit environment.
 - Varied educational opportunities and programs, including dual enrollment, Advanced Placement, extracurricular activities, arts, athletics, and innovative learning pathways.
 - A district with strong academic momentum, high expectations for students, and a reputation for continuous improvement.
 - Moore County Schools fosters a supportive collaborative staff and student culture and effectively develops leaders from within.
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Key Challenges and Opportunities

Community members identified several issues the next superintendent must address:

- Academic excellence is our top priority
 - Maintain quality of staff through recruitment and retention, given cost-of-living pressures and competitive compensation in the region.
 - Facility needs, including aging infrastructure and the need for new or renovated schools due to population growth.
 - Sustainable funding, as the district operates with comparatively limited federal, state and local funding despite strong academic performance.
 - Addressing the range of needs across varied communities within the county and continuing efforts to close achievement gaps while maintaining academic excellence.
 - Address the needs of chronically low-performing schools.
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Desired Leadership Characteristics

Visionary Instructional Leader

The next superintendent must be a strong educational leader who:

- Has extensive instructional expertise and a thorough understanding of PK-12 curriculum and instruction.
- Is skilled in using data, research, and other relevant information to evaluate the effectiveness of instructional programs and other district functions.
- Has experience with the development and implementation of innovative instructional programs and services.
- Understands the relationship between a strong education system and local economic growth and prosperity.
- Supports a broad range of academic opportunities including career pathways, advanced coursework, and innovative programs.
- Champions whole of government solutions for education

Effective Communicator

Stakeholders emphasized the importance of transparent and inclusive communication. The superintendent

- Is a problem-solver, relationship builder, and consensus builder capable of engaging multiple stakeholder groups with differing perspectives.
- Is politically astute and can operate within complex political environments; situationally adept
- Utilizes a well-defined and transparent decision-making process.
- Can clearly explain to the Board and community how data and research support recommendations.
- Promotes Moore County Schools as a dedicated advocate for public education.

Unifying Leader

Our next Superintendent

- Has direct experience collaborating with community stakeholders on comprehensive, long-range strategic planning.
- Has solid practical knowledge of the operational aspects of a school district, including financial planning and accounting, human resources, construction and facility management, transportation, safety and security, technology, and food services.
- Has experience with bond referenda and capital projects.
- Has effective strategies for attracting and retaining a strong and committed staff in a highly demanding work environment.
- Has a proven ability to allocate resources, manage tight budgets, and maximize resource impact.
- Builds productive partnerships with county leaders, community organizations, and the military community.

Personal Qualities

Stakeholders strongly emphasized the importance of character and commitment. The superintendent

- Is an approachable and authentic team-builder who projects confidence and calm.
- Exercises integrity and ethical leadership in all decisions.
- Is a brave, fearless, and determined advocate for teaching, learning, and character development and physical fitness. Classically taught, multi-lingual and honorable military service are assets.
- Leads and develops subordinates as if to become his/her replacement.
- Knows how to build consensus within the Board, community leaders, and the larger community.
- Is invested in Moore County and seeks to be a visible and active part of the greater community.
- Can work with stakeholders to build upon the district's existing strengths.
- Is a tireless advocate for public schools and can effectively communicate the "district's story" and critical resource needs to various constituencies and audiences.

The Moore County Board of Education seeks a leader who will build upon the district's strong foundation while guiding the school system through growth, change, and continued academic excellence for every student.
