



The Asheville City Board of Education is seeking a superintendent who is excited to lead a small, nimble, and progressive school system in the vibrant city of Asheville, North Carolina. Asheville City Schools comprises two high schools, two middle schools, and five elementary schools with a total student body of 4,000. Asheville City Schools enjoys a staff of gifted educators, an engaged community of students and parents, and some of the highest per-pupil funding in the state. Conversely, the district faces a significant race-based opportunity gap. We are looking for a superintendent who has the skills and experience to marshal resources wisely and creatively in the service of every educator and every student, centering our Black and brown students. We seek a superintendent who enjoys learning, who is excited to engage students and educators alike, and who brings joy and curiosity to their leadership. Additionally, we seek a superintendent who shares with their team the conviction that every student is capable of achieving their dreams and goals; and a commitment to the success of educators and students alike. We are looking for a bold servant leader committed to anti-bias, anti-racist practices.

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. The successful candidate will be required to reside in Buncombe County, and we encourage residence in the Asheville City School district. Salary is competitive and negotiable and will be commensurate with experience and a history of demonstrated leadership. **Applications are due by March 1, 2023.**

The mission of the Asheville City Schools is to "create learning environments that ensure Excellence with Equity for all students" and to "empower and engage every child to learn, discover, and thrive." As the Board of Education reviews superintendent applications, we will be looking specifically for:

- 1) a visionary and dynamic leader;
- 2) strong communication skills;
- 3) experience in effectively leading and inspiring a team;
- 4) leadership in academic instruction, curriculum, and administration;
- 5) ability to engage collaboratively in strategic planning, decision-making, delegation, and follow-through that emphasizes coherence of vision and implementation throughout the district;
- 6) a leader who will listen to our educators and community partners and build upon and nurture the programs that have proven to support student growth;
- 7) experience effectively managing a budget, personnel, and facilities;
- 8) success in identifying and procuring additional funding;
- 9) demonstrated leadership in maintaining safe, orderly, and nurturing school environments that uplift students who experience multiple challenges, including racism; and
- 10) a history of community leadership and involvement.

The successful candidate will be able to provide decisive leadership in an environment rich with diverse opinions that all echo a common theme: Make public education in Asheville meaningful for every child!

Applications must be received by no later than March 1, 2023. **Electronic versions of the application are available by clicking on this link: [\[ACS Application\]](#)** Completed applications should be mailed or emailed to Campbell Shatley, PLLC, Attn: Paula Lovitt, 674 Merrimon Ave., Ste. 210, Asheville, NC 28804; or by emailing to: [paula@csedlaw.com](mailto:paula@csedlaw.com).

All applications will be kept confidential. The successful candidate should be prepared to take office by no later than July 1, 2023.