



## SUPERINTENDENT OF SCHOOLS FRANKLIN COUNTY, NC

**The Franklin County Board of Education is seeking a superintendent to lead the school system as it continues its pursuit of excellence. Applications are due by October 13, 2025.**

### **ABOUT THE SCHOOL SYSTEM**

Franklin County Schools serves nearly 8,000 students from pre-kindergarten through twelfth grade across 16 schools, including eight elementary schools, four middle schools, three traditional high schools, one early college high school, and a K–12 virtual academy. The district employs more than 500 teachers and nearly 800 staff members who, in partnership with families and the broader community, are dedicated to cultivating a dynamic learning environment focused on success beyond the classroom—preparing, inspiring, and illuminating the path so that all students may reach their full potential. Guided by its motto, “*Excellence in Education*,” Franklin County Schools places strong emphasis on college and career readiness, offering diverse opportunities in Career and Technical Education, advanced coursework, fine arts, athletics, JROTC, and community service. The district is governed by a seven-member Board of Education, elected by district to serve staggered four-year terms.

### **ABOUT THE COMMUNITY**

Located in north-central North Carolina, Franklin County is a growing community of approximately 80,000 residents, known for its blend of rural charm and suburban opportunity. The county is home to vibrant small towns such as Louisburg, Franklinton, and Youngsville, each offering a strong sense of community and local pride. Residents enjoy a moderate cost of living, abundant outdoor recreation along rivers, lakes, and greenways, and a variety of cultural events and historic sites. Franklin County’s location—just outside the Research Triangle and within easy driving distance of Raleigh, Durham, and Wake Forest—provides both small-town tranquility and access to regional amenities. The community is supported by strong partnerships with organizations such as Louisburg College, Vance-Granville Community College, healthcare providers, and civic groups that contribute to educational advancement and local economic development.

### **WHO SHOULD APPLY**

*Candidates must meet the legal requirements to be licensed as a superintendent in North Carolina or otherwise be qualified and eligible to serve under State Board of Education policy. In addition, the selected candidate will be required to live in Franklin County.*

A successful candidate will also possess a demonstrated track record of excellence in the following areas:

### **Experience/Background**

- Establishing and articulating a compelling vision for continuous improvement across the district
- Serving in a variety of educational leadership roles, with a preference for experience as a teacher, principal, and superintendent
- Understanding the unique demographics, culture, and dynamics of Franklin County and tailoring leadership strategies accordingly
- Strong decision-making, delegation, and follow-through

### **Student-Centered & Performance-Driven**

- Making confident, data-informed decisions with a methodical and courageous approach to addressing challenges
- Leading the successful turnaround of low-performing schools and improving outcomes system-wide
- Applying educational research and evidence-based practices to strengthen curriculum, instruction, and student achievement
- Prioritizing students in all decision-making and policy development, ensuring a student-centered culture district-wide
- Motivating and engaging teachers, staff, parents, and students to support the academic and overall success of all learners
- Leadership in creating and maintaining safe and orderly learning environments
- Strategic planning—short-term and long-term—across academics, operations, and facilities

### **People & Resource Leader**

- Identifying and cultivating strong leadership within the system, while implementing clear and accountable performance plans
- Understanding and managing school system finances (capital and expense) and budgeting with clarity and fiscal responsibility
- Planning, funding, and oversight of school facilities

### **Stakeholder Engagement**

- Communicating transparently and effectively with all stakeholders, while fostering trust, honesty, and integrity in all interactions
- Listening actively and building strong, positive relationships with the Board of Education, intergovernmental partnerships, and the broader community
- Engagement in community activities and visibility within the district

## **APPLY ONLINE**

Applicants must complete the board's required online application form, accessible via the North Carolina School Boards Association's webpage at <https://www.ncsba.org/legal/north-carolina-vacancies/>. *Please do not contact, or ask anyone you know to contact, individual board members about your interest in or application for this position.* All inquiries should be directed to Sam Thorp, Director of Executive Search & Member Engagement, North Carolina School Boards Association, at [sthorp@ncsba.org](mailto:sthorp@ncsba.org) or 919-841-4040. *All inquiries will be kept confidential.*

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*Click below to learn more about the schools and the community*



### **AREA INFORMATION**

[FCS](#)  
[Franklin County, NC](#)  
[Greater Franklin County  
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### **LOCAL NEWS**

[The Franklin Times](#)  
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[ABC11 – Franklin County](#)