



Avery County Schools

APPLICATION - Superintendent of Schools

Directions:

- Complete the application in full (typed).
- Application must be received **June 30, 2026**.
- Applications may be mailed or emailed. Faxes will not be accepted.
- All applications must be filled out completely. Do not state "see resume"; however, please attach your resume/CV.
- Applicants should enclose a statement as to why they desire this position expressing their educational philosophy, long-range goals, and outstanding accomplishments.
- **Please do not attach a dissertation or thesis.**
- If there is insufficient space for your answer, attach a sheet of paper with your name on it and indicate which number(s) you are continuing.
- The successful applicant must reside in Avery County.
- Please do not submit letters of reference or support with your application.
- At a later date you may be required to submit an enlarged photocopy of your driver's license, and an executed release form for a background check.

For additional information contact:

Chris Campbell
Campbell Shatley, PLLC
674 Merrimon Ave., Suite 210
Asheville, NC 28804
chris@csedlaw.com
(828) 378-0063

Mail or email this application and other materials to:

Superintendent Search
c/o Campbell Shatley, PLLC
674 Merrimon Ave., Suite 210
Asheville, NC 28804
applicant@csedlaw.com
(828) 378-0064

Note: You must currently hold or be eligible for a valid North Carolina Superintendent's License OR you must have at least a bachelor's degree from a regionally accredited college or university and possess five years of leadership or managerial experience deemed relevant by the Board of Education.

Personal Data

Name	Last	First	Middle/Maiden	Dr.	Mr.	Mrs.	Ms.
					(check one)		
Present (Home) Address				Cell Phone			
Email Address							
Present (Office) Address				Phone			

Are you related by blood or marriage to any person now employed by Avery County Schools? *If yes, give name, where employed, and relationship.*

Educational History

Doctorate

Degree Institution Program Date Received

Master's

Degree Institution Program Date Received

Bachelor's

Degree Institution Program Date Received

Certification(s)

List State and
Licensure
Areas

Current Employment Data

Present Employer:
Address:

Telephone:

Position or Title:

Years in Position: Is your employer aware of this application? Yes No

Are you currently under contract? Yes No Contract Expiration:

Current Salary (Excl. fringe benefits):

Your school system's 2024-25 Annual Budget:

Number of Schools:

Student Enrollment (ADM):

Number of Employees:

Number of employees reporting directly to you:

What is the percentage of decline or increase in student enrollment during the past five years?

Have you had a Superintendent's contract renewed? Yes No

If so, when, where, and size of school district:

Do you have, or are you qualified for, a North Carolina Superintendent's License? Yes No

Do you have any objections to your present or previous employers being contacted for reference purposes? Yes No If yes, please explain:

Previous Employment History (Attach supplement or resumé, if necessary)

List FULL-TIME experiences, both within and outside the field of education, beginning with most recent employment not included on prior page and continuing in reverse chronological order. Please attach additional page if necessary.

Position

Institution

Address

Telephone

Unit Size:

No. of Employees Supervised

Dates of Service

Reason for Leaving

Position

Institution

Address

Telephone

Unit Size:

No. of Employees Supervised

Dates of Service

Reason for Leaving

Position

Institution

Address

Telephone

Unit Size:

No. of Employees Supervised

Dates of Service

Reason for Leaving

Community Involvement (Attach supplement, if necessary.)

Please give a brief listing of activities or other evidence of community participation.

Professional Activities (Attach supplement, if necessary.)

Please list publications or research (including doctoral dissertation) projects.

Please list fellowships, scholarships, special studies, honors, etc.

References

Please provide a list of at least six individuals for your references, one of whom should be a recent employer or supervisor, one a leader in your community, and at least two educators who know of your work record. Do not list a relative. You will be notified prior to references being contacted. Please do not submit reference letters or recommendation letters with your application.

Major Career Accomplishments (Attach supplement, if necessary.)

Additional Information

If your answer is yes to questions 6-11, please attach an explanation.

- | | | | |
|----|---|------------|-----------|
| 1 | Do you object to submitting a pre-employment and subsequent physical examination? | Yes | No |
| 2 | Do you have any objection to a request for your credit rating? | Yes | No |
| 3 | Would you object to a visit to your community if you are among the finalists? | Yes | No |
| 4 | Please list the name and address of your local community newspaper. | | |
| 5 | When would you be available if this position were offered to you? | | |
| 6 | Have you ever been convicted or charged with a violation of any federal, state, county, or municipal law, regulation, or ordinance, including Driving Under the Influence/Driving While Intoxicated Charge? (Disregard minor traffic violations.) | Yes | No |
| 7 | Have you ever been convicted or pleaded no contest to a criminal offense, other than a minor traffic violation? | Yes | No |
| 8 | Have you ever been charged with a crime (other than a minor traffic violation) and the charges were dismissed or you were found "not guilty"? | Yes | No |
| 9 | In regard to professional employment, have you ever been terminated, had your contract non-renewed, been asked to resign, resigned under threat of termination, or had your contract bought-out by your employer? | Yes | No |
| 10 | Have you ever been suspended during your employment (with or without pay)? | Yes | No |

- 11 Have you ever received a negative evaluation rating or been placed on an improvement/action plan while working for a school system? **Yes** **No**
- 12 Please list any aliases you have used in the past, including aliases used on social media.

Additional Information (Please include your responses as a Word or PDF attachment)

Describe your experience or opinion concerning the following:

- Developing, implementing, overseeing and/or teaching career and technical and/or workforce training and development programs.
- Key components of an effective school-based or district-wide program or initiative to improve teaching and learning with a focus on growth in effective teaching skills and student academic achievement.
- Examples of your experience in preparing annual school-based and/or district-wide budgets and communicating fiscal issues and responsibilities to staff, the School Board, county commissioners, and/or other stakeholders.
- Examples of your experience with school bonds, building projects and/or renovations of educational facilities.

I hereby expressly authorize the Avery County Board of Education, its agents, and employees to make any investigation of my personal, financial or employment history, expressly including, but not limited to federal and/or state, criminal, law enforcement or traffic records. I further authorize any former employer, person, firm, corporation, credit agency, administrative body, or governmental agency to give to the Avery County Board of Education, its agents, or employees any information they may have regarding me. In consideration of the review of my employment application by the Avery County Board of Education, I hereby release Avery County Board of Education, its agents and employees, attorneys, Campbell Shatley, PLLC, and any and all providers of information to whom this is sent from any liability as a result of furnishing or receiving this information.

I certify that I have fully read this application and that all answers to questions herein are true and complete to the best of my knowledge. If I am chosen as a finalist, I authorize you to investigate all references (as provided) and to secure additional information, if necessary.

DATE

SIGNATURE