



The Memphis-Shelby County Schools (MSCS) Board of Education is seeking a dynamic, visionary, and adaptive leader. The new superintendent will be someone who is driven by MSCS' vision to be the "premier school district attracting a diverse student population and effective teachers, leaders, and staff all committed to excellence." The next superintendent will have the opportunity, privilege, and responsibility to lead and serve more than 110,000 students and 13,000 staff. That person must be capable of transforming the District's three goals from words to action and outcomes by moving the needle in five high-leverage areas: early literacy; post-secondary readiness; developing strong teachers, leaders, and support staff; expanding high-quality school options; and working closely with families and community partners to support MSCS schools.

The MSCS Board recently completed a series of work sessions focused on the desired characteristics and qualifications for the next superintendent as well as an extensive review of the community engagement process. As a result, the Board is seeking a leader with a proven track record of success, and who has demonstrated recent and relevant experience in:

- Strategic Leadership on Budget and Finance
- Governance and Board Leadership
- Attracting, retaining, and building capacity of a strong team
- Positively impacting their district's culture and climate
- Impactful and savvy community advocacy
- Effective change management

An ideal candidate will be a strong academic visionary with exemplary ethics and impeccable integrity. The leader must be transparent, compassionate, and collaborative while also having the boldness and courage to make and stand behind difficult decisions in order to benefit students.



Moreover, all applicants must meet these basic qualifications:

- Possess experience in teaching and school administration totaling at least 10 years or work experience totaling at least 10 years
- Have an advanced degree with a concentration related to educational administration, business, finance, leadership, public administration, or policy
- Possess or be eligible for a license of qualification for a superintendent in the state of Tennessee or some Board-approved equivalent.

MSCS is a wonderful District to lead and serve! The District has seen positive growth in resources, enjoys significant community support, and has a cohesive board of education focused on the best interests of all students. MSCS was Level 5 district for student achievement growth in the 2021-2022 school year, and its July 2023 district-level [TCAP results](#) show improvement in 10 of 11 areas. The District is eager for a stellar candidate to capitalize on the academic momentum.

Moreover, Memphis has been named one of the most [hospitable cities in the U.S.](#) This "Birthplace of Rock 'n' Soul" offers residents an incredible music scene, delicious Memphis BBQ, top-rated universities, a growing job market, a cost of living well below the national average, gorgeous parks, Beale Street, and [much more](#).

To apply, please submit the following items via email to HYA President Max McGee at maxmcgee@hyasearch.com. Please include "MSCS SEARCH" in the subject line.

- A cover letter that explains why you want the position, relates what excites you about the opportunity, and shows that you are the right fit for the job.
- Your resume
- A video of NO MORE than 90 seconds introducing yourself to the Board
- A list of three references, including their titles, email addresses, and phone numbers.
- A one- or two-page response to ONE of the following three items: Describe your leadership efforts and share specific outcomes that demonstrate:
 - How you have positively impacted your district's culture and climate;
 - Your impactful and politically savvy community advocacy; OR
 - A successful change management initiative.

Applications close November 1, 2023. Board interviews will start in November with the goal of naming the next superintendent on or before February 1, 2024, and a start date of July 1, 2024. *Applicants are advised that Tennessee state law requires that the MSCS Board of Education make all materials available to the public.*