



POSITION PROFILE
Superintendent
June 2022



Images provided by Guilford County Schools

ABOUT GUILFORD COUNTY SCHOOLS

Personalizing learning for each of its students is what GCS is all about!

Guilford County Schools (GCS) is the third-largest district in North Carolina, serving nearly 70,000 students across 126 schools in urban, suburban, and rural areas. As a larger district, GCS is able to offer opportunities that smaller districts, charter, and private schools just can't. There are 48 magnet and choice schools with 66 programs, from Science, Technology, Engineering and Math (STEM) to performing or visual arts, advanced academics, Spanish immersion, Montessori, health sciences, and aviation.

High schools across GCS offer more than 30 Advanced Placement courses to their students. These college-level classes prepare students for the higher-level courses they will take after graduating from high school and moving on to colleges and universities. Additionally, GCS offers more than 260 Career and Technical Education courses in 49 schools, including programs in culinary arts, business, nursing, computers, and automotive technology, among others. Nine early and middle colleges allow students to earn up to two years of college credit while attending high school for no cost.

GCS offers the prestigious International Baccalaureate program at four high schools - and it's open to all students who qualify. Only a small number of districts in North Carolina are authorized by the International Baccalaureate Organization to offer the Diploma Programme, and GCS has been a part of it since 1996.

MISSION STATEMENT

Guilford County students will graduate as responsible citizens prepared to succeed in higher education, or in the career of their choice.

GCS Core Values:

DIVERSITY - We are committed to creating an educational organization where a variety of persons and perspectives are welcome. We are committed to providing an environment where students and staff from all cultures and backgrounds may succeed.

EMPATHY - We are committed to developing a culture where our employees identify with and understand the feelings of our students and parents as well as their colleagues.

EQUITY - We are committed to creating equitable and inclusive schools where adults take ownership for student learning outcomes and make sure students have what they need to succeed in school and in life. We will acknowledge and dismantle systems, processes and mindsets that perpetuate race, poverty, disability and English language status as predictors of achievement. We will align resources to create equitable opportunities for students and employees. We will eradicate achievement gaps.

INNOVATION - We are committed to fostering a work environment where the goal is not to manage innovations but to become innovative. Problems are identified, adults in the district assume ownership of the problems, and everyone works together as agents of the solution until the problems are solved. We will not stop until obstacles are removed, solutions are found, and clear and compelling goals are established.

INTEGRITY - We are committed to creating a school district that acts with honesty and forthrightness, holding ourselves to high academic and ethical standards and treating everyone with respect.



GCS - A Proud State and National Leader

DISTRICT HONORS:

- Best Communities for Music Education designation from The NAMM Foundation for the fourth consecutive year.
- Profiles in Courage Award from the Council of the Great City Schools.
- First-ever World Kindness District.
- United Way Spirit of North Carolina Award since 2013.
- A Say Yes to Education Community.
- Deena A. Hayes, Chairwoman of the Guilford County Board of Education, recipient of the 2019 Benjamin Elijah Mays Lifetime Achievement Award.

TOP EDUCATORS:

- Superintendent Sharon L. Contreras received the Superintendent Award as part of the AASA's 2022 Women in School Leadership Awards.
- 763 National Board Certified Teachers ranking ninth in the country.
- GCS Teacher of the Year Leah Carper was named the Burroughs Wellcome Fund North Carolina Teacher of the Year in 2022. GCS Principal of the Year KaTrinka Brown was named a regional finalist.
- Page High teacher Justin Scarbro received the Milken Educator Award, considered the Oscars of teaching.

STANDOUT SCHOOLS:

- In 2021 GCS' graduation rate reached a record-high 91.5%, higher than all other large districts in NC.
- For the third year running, the Early College at Guilford was ranked best in the state and jumped up 11 spots to the 20th best school in the country. It was also ranked the second-best STEM high school in the nation.
- Two other GCS schools made North Carolina's top five: The STEM Early College at North Carolina A&T came in at third in the state and 103rd in the country. Weaver Academy placed fifth in the state, 189th in the country and was named the 51st best Magnet High School in the United States.
- 19 State Schools of Character since 2014 and 13 National Schools of Character.

SUPERIOR STUDENTS:

- 21 students were finalists in the 2020-21 National Merit Scholarship program.
- 40 students selected for 2022 Governor's School of North Carolina, the nation's oldest statewide summer residential program for academically gifted students.
- Students, teachers and administrators awarded state recognition by the North Carolina Association for the Gifted and Talented.
- Outstanding scholarships and grants were awarded to the Class of 2021 totaling \$174,621,928.
- Members of the Class of 2021 received the Morehead-Cain Scholarship, Park Scholarship, Goodnight Scholarship and Duke Trinity Scholarship.



Every member of our team - 10,000 employees strong - is dedicated to ensuring student success. We may be one of the largest school districts and employers in the state, but we work hard to make every member of our team feel like an individual. We are committed to excellence and character, always seeking to strive, achieve and excel in all we do.

GCS Strategic Plan – 2018-2022, Ignite Learning

GCS is dedicated to igniting the passion and promise of every student in every school. GCS is the third largest school district in North Carolina, the 47th largest of more than 14,000 in the United States, and is the largest employer in Guilford County with 10,027 employees.

GCS has identified four strategic priorities that research has shown make the biggest difference in improving teaching and learning in its schools, and one strategic priority that will increase operational efficiency while decreasing costs, thus freeing up more resources for instructional purposes. Click here to review the [Ignite Learning](#) strategic plan.

Board of Education

The Guilford County Board of Education is made up of nine members who are elected by citizens in partisan elections every four years. The terms are staggered to ensure continuity of service. Members establish policies that govern our school system, including its curriculum, facilities, financial resources and personnel. The board evaluates the district's achievement and monitors its progress, making sure that goals are met. To learn more, [click here](#).

History of Education in Guilford County

Education is the heart of Guilford County as seen by the numerous colleges and universities established and its diverse public-school options are the inheritance of a long history of supporting and growing education. Click here to find a [timeline of education](#) in Guilford County dating back to the 1700s, photos and essays of historic people and places, special GCSTV programming such as interviews with history-making community members along with former students and staff, student projects, and more.





THE OPPORTUNITY

Superintendent

Guilford County Schools is looking for a decisive, innovative, and courageous leader with demonstrated success in improving student outcomes and closing opportunity gaps for *all* students. This is an exciting time at GCS, as voters recently approved a \$1.7 billion school facilities bond that will provide safer and healthier learning environments for GCS students. The new superintendent will have the opportunity to innovate and be creative with programming as a result of this.

Desired Qualifications and Competencies:

- Possesses superintendent or executive level leadership experience in a school system that is similar in size and scope to GCS.
- Understands how to lead through change and implement change, with a relentless focus on improving student outcomes.
- Works collaboratively and utilizes effective methods of communication with the GCS Board of Education.
- Promotes and pushes for diversity, equity, inclusion and fairness in all initiatives.
- Understands how to navigate the diversity of many different perspectives in a complex, dynamic setting.
- Has a tactical and strategic approach to leadership, and leads with integrity.
- Has their “finger on the pulse” of what’s happening in the current educational environment and has an aerial view of current national, regional, and local political landscapes.
- Understands how to navigate student discipline and school safety issues effectively.
- Is laser-focused on improving student outcomes, even if that means making changes and difficult decisions that are unpopular.
- Engages and partners with business and industry for effective workforce development planning to benefit students.
- Has financial acumen and understands how to maximize operational effectiveness in fiscal and human resources.
- Maintains a focus on equity with large scale capital improvement projects district-wide.
- Possesses excellent communication and interpersonal skills, including a demonstrated ability to work collaboratively with diverse stakeholders.
- Has extensive experience in short and long-term strategic planning.
- Engages, empowers, and collaborates with all GCS staff – certified, classified, and administrative.



PROCEDURE FOR CANDIDACY

To Apply

Confidential review of applications will begin immediately and continue until the position is filled. The deadline to apply is **July 27, 2022**. Interested candidates should submit a resume and letter of interest detailing their background and experiences as it relates to the position. To apply, go to: <https://theapplicantmanager.com/jobs?pos=su311>

For more information or to offer recommendations or nominations:

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The Guilford County Board of Education believes in the dignity of all individuals and in the worth of their labors. To this end, the Board will ensure that all applicants for employment and all employees are employed, assigned, supervised, promoted, compensated, and terminated in full compliance with state and federal equal opportunity statutes. No applicant for employment or current employee will experience discrimination based on race, creed, color, religion, national origin, sex, age, marital status, physical handicap, sexual orientation or disability.



[Summit Search Solutions, Inc.](https://www.summitsearchsolutions.com) is a boutique executive search firm dedicated to serving education and nonprofit communities nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including North Carolina, California, Kansas, Maryland, New York, and Utah.



GREENSBORO, NORTH CAROLINA

Home to an international airport, Greensboro earned “[The Gate City](#)” nickname in the late 1800s, when it was one of the main railway hubs and transportation centers in the South. Being centrally located in North Carolina’s picturesque heartland, the nickname still applies because Greensboro allows for quick access to the Research Triangle (Durham, Raleigh, and Chapel Hill), the Blue Ridge Mountains west and the Atlantic Ocean toward the east.

With its affordable living, booming arts scene, mild weather (all four seasons), Southern hospitality, and incredible local restaurants (over 500), this North Carolina city offers something for everyone. It has small town charm and big city attractions (over 135). In fact, Greensboro isn’t just growing, it is transforming into an urban powerhouse of economic development, educational opportunities, and equitable change.

Interesting facts about Greensboro, NC:

- Greensboro is ranked in the top 15 cities for the LOWEST COST OF LIVING by [move.org](https://www.move.org/);
- According to Waze in 2018, Greensboro is the BEST PLACE TO DRIVE IN THE U.S.;
- Greensboro is the THIRD LARGEST CITY in the state of North Carolina;
- SEVEN COLLEGES AND UNIVERSITIES are located inside its city limits;
- THE DOWNTOWN GREENWAY, a 4-mile walking and biking greenway that loops the downtown, will be complete in 2022;
- In 2020, *Forbes* ranked Greensboro as one of America’s top [up-and-coming cities for jobs](https://www.forbes.com/sites/forbes/2020/07/27/up-and-coming-cities-for-jobs/).

For additional information about Greensboro, NC, visit:

Visit Greensboro: <http://www.visitgreensboronc.com>

Greensboro Chamber of Commerce: <https://greensboro.org/>

Downtown Greensboro: <http://www.downtowngreensboro.net/>

