



Announcement of the Superintendent Vacancy Charlotte Mecklenburg Schools Charlotte, North Carolina

The Charlotte-Mecklenburg School District (CMS) in Charlotte, North Carolina is the second largest school district in the state and is seeking a new Superintendent to implement solutions to accelerate student achievement, engage families and the community in student success, and continue to address the challenges to learning presented by the global pandemic. Charlotte-Mecklenburg Schools educates more than 141,000 students in 181 schools working with more than 18,000 staff members. CMS is proud of its diverse mix of students who represent 184 countries and speak 204 languages and dialects. The student population is primarily 35.9% Black, 29.6% Hispanic or Latino, 24% white, and 7% Asian. CMS is also proud of its partnerships with local universities, Central Piedmont Community College, Charlotte's corporate, faith and business communities, and more than 50,000 mentors and volunteers that support learning and instruction in CMS classrooms.

CMS is governed by a nine-member school board (Board), comprised of six district members and three at-large members, who serve four-year staggered terms. The Board is charged with hiring, supervising, and evaluating the Superintendent. The Board is also the corporate policy-making body for the district, and the Superintendent and staff provide the leadership to cause Board policies to be implemented.

The Board seeks an experienced Superintendent who is familiar with CMS schools' successes and challenges. The Superintendent must have a strong belief in the innate talent of every student and demonstrate an unrelenting pursuit in closing opportunity and achievement gaps that exist between students. The successful candidate must be committed to uplifting student voice, bringing families into decision-making, and supporting educators, administrators, teachers, and all school staff in the success of our students. The Board seeks a candidate who has a solid foundation in instruction and how students learn, as well as a belief that learning does not happen in a vacuum and is most effective when students feel supported and have access to services that prioritize their physical and mental health. Ideally, candidates will also have demonstrated experience leading and supporting a large, diverse and distributed workforce with a keen understanding of the need to foster a positive and inclusive culture to advance student and staff success. Candidates must have demonstrated experience improving outcomes and closing opportunity gaps for students of color, multilingual learners, students with disabilities, and students of diverse socio-economic backgrounds. The Board operates under a [Student Outcomes Focused Governance](#) framework.

Mecklenburg County offers a spectacular place for living. It is located in the Piedmont region of North Carolina and is the cultural, economic, and transportation center of the metropolitan area. Charlotte tops the U.S. in millennial population growth and is considered the third-fastest-growing major city in the United States. It is home to seventeen Fortune 1000 corporate headquarters and a number of financial

institutions making it the second largest banking center in the United States. Mecklenburg County's notable attractions include sports teams, museums, amusement parks, theatres, parks, and hiking trails, as well as the Catawba River, Lake Wylie, and Lake Norman, the largest lake in North Carolina. Charlotte has a humid subtropical climate with a beautiful spring, fall, and short winter.

Responsibilities and Qualifications: The Superintendent, as the Board's chief executive officer, will be responsible for ensuring that academic and business operations are being carried out in accordance with the lawful rules of the Board as set forth by Board action and in Board policy. The Superintendent will also be responsible for accomplishing reasonable interpretation of the Board's goals within the boundaries provided by the Board's guardrails, Board policy, and State and Federal law. At the start of the superintendency, the Board will be developing and adopting new goals and guardrails alongside the new superintendent for the next 5 year strategic plan for 2024-2029. The Superintendent is obligated to implement the Board's policies and budget. With these responsibilities in mind, it is essential that the applicant demonstrates past and present capabilities in: a) educational leadership; b) administrative and management skills; and c) the ability to communicate and interface effectively with a diverse community comprised of a broad range of stakeholders, partnerships and institutions, and possesses a track record of building productive relationships with an unmatched commitment to equity for all students and families.

Application and Selection: CMS has contracted and partnered with BWP & Associates to recruit and hire a new Superintendent. Individuals who wish to be considered for this position should apply at www.bwpassociates.com/searches.

All applications must include a cover letter, a current resume, and four letters of reference/recommendation with current contact information.

Deadline and Timeline: Letters of application and other required materials must be received by BWP & Associates by March 30, 2023. Start date and compensation package are subjects of negotiation.

For additional information, please contact BWP search consultants:

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The commitment of the Charlotte-Mecklenburg School District to the most fundamental principles of academic freedom, equality of opportunity and human dignity requires that decisions involving students and employees be based on individual merit and be free from all forms of discrimination.

In compliance with Federal Law, Charlotte-Mecklenburg Schools administers all education programs, employment activities and admissions without discrimination against any person on the basis of gender, race, color, religion, national origin, age, or disability.