

**Application for Superintendent of Schools**  
**Rock Hill Schools**  
**Rock Hill, SC**



## PERSONAL INFORMATION

Suffix	First Name	Middle Name	Last Name
Street Address			
City	State		Zip Code
Cell Phone	Home Phone		Email

### EMPLOYMENT HISTROY - BEGINNING WITH MOST RECENT

Employer	City/State	Dates of Employment	Size/Budget	Reason for Leaving

### EDUCATIONAL HISTORY - BEGINNING WITH THE MOST RECENT

Degree	University	Major	Dates of Attendance

**PLEASE ANSWER EACH QUESTION**

**If you answer “Yes” to any of these questions, please use the space below to provide an explanation:**

If you answer "Yes" to any of these questions, please use the space below to provide an explanation:			Yes	No
Have you ever been convicted of a crime? Please exclude minor traffic violations.				
Have you ever been placed on administrative leave or asked to resign from a position?				
Have you ever had your professional license revoked?				
Use this space to explain your circumstances:				

## PLEASE ANSWER EACH QUESTION

	Yes	No
Are you currently certified, or eligible to be certified as a superintendent in the state of South Carolina?		
Do you understand that permanent residency within the Rock Hill SC community is required?		
Have you (or will you) review the Rock Hill Schools Leadership Profile?		

## SUPERINTENDENT PERSONA SELF-ASSESSMENT

Please carefully review each of the six personas below. Based on these descriptions. In 300 words or less, please use the following page to describe which of one these six personas best represent your personal leadership style. Based on what you know about the Rock Hill Schools, why does your persona make you the ideal candidate for this position? If you do not feel that any of these six personas represent your leadership style, please feel free to respond accordingly.



### The Community Builder

Excels in bringing people together, creating strong relationships with families and staff. While effective in collaboration, their consensus-driven approach may slow urgent decisions.

- **Traits:** Relational, inclusive, coalition-focused
- **Strengths:** Builds trust, fosters engagement, unites stakeholders
- **Challenges:** May struggle with tough decisions, moves cautiously



### The Visionary Change Agent

This superintendent pushes districts forward with ambitious reforms and innovative solutions. They inspire transformation but may struggle with those resistant to rapid change.

- **Traits:** Bold, strategic, innovative
- **Strengths:** Transforms districts, drives systemic change, energizes stakeholders
- **Challenges:** Faces resistance, can be seen as disruptive



### The Instructional Leader

Focused on teaching and learning, this leader ensures high-quality curriculum and PD. They may require support in managing district logistics.

- **Traits:** Data-driven, student-focused, curriculum expert
- **Strengths:** Improves instruction, boosts student achievement, supports teachers
- **Challenges:** May neglect operations, needs strong executive team



### The Operational Strategist

This leader ensures smooth operations, balancing budgets and streamlining systems. While highly efficient, they may lack visibility in instructional leadership.

- **Traits:** Detail-oriented, fiscally responsible, process-driven
- **Strengths:** Strengthens finances, improves efficiency, optimizes resources
- **Challenges:** Can appear bureaucratic, less visible in instruction



### The Student Champion

Committed to fairness, this leader ensures all students have access to opportunity. Their work is essential but often met with resistance.

- **Traits:** Justice-driven, culturally competent, advocate for marginalized students
- **Strengths:** Reduces disparities, promotes inclusivity, drives student-focused policies
- **Challenges:** Political push-back, progress can be slow



### The Crisis Manager

Thriving under pressure, this leader effectively handles crises and high-stakes situations. While strong in the moment, they may struggle with future-focused strategy.

- **Traits:** Decisive, adaptable, action-oriented
- **Strengths:** Leads in emergencies, manages crises, ensures safety
- **Challenges:** Can be reactive, may lack long-term planning

Use this space to write your response:

## PERSONAL ATTESTATION

By signing below, I certify that the information in this application is true and accurate to the best of my knowledge and belief. I hereby authorize Zeal Education Group, on behalf of the Board of Trustees, as part of its due-diligence process, to obtain records (including criminal and credit records) or other records as the Board deems necessary. I understand that giving false or misleading information, either oral or written, may result in denial or termination of my employment.

Signature of Applicant

Date

## APPLICATION INSTRUCTIONS

### Key Dates:

- March 7, 2025 Announcement of Vacancy
- March 20, 2025 Advertisement of Vacancy on National Platforms
- April 8, 2025 Completion of Leadership Profile
- April 20, 2025 Application Deadline at 11:59 PM
- May 13, 2025 Semi-Final Interviews with Board
- May 15-17, 2025 Final Interviews with Board and Community Forum
- June 2, 2025 Appointment of new Superintendent at Board of Education Meeting
- July 1, 2025 Ideal start date for the new Superintendent

### Application Process:

- Completed application
- Cover letter detailing why you believe you are a fit for Rock Hill
- Current résumé or curriculum vitae
- Three current letters of recommendation
- A copy of valid South Carolina Superintendent Certification or eligibility
- All of these materials must be submitted in one single PDF to [rockhill@zeal-ed.com](mailto:rockhill@zeal-ed.com) by April 20, 2025 at 11:59 PM.

### Questions:

Please direct any questions regarding this unique opportunity to the search team at Zeal Education Group by emailing [rockhill@zeal-ed.com](mailto:rockhill@zeal-ed.com). All inquiries will be treated with **confidentiality and discretion**. You may also visit [www.zeal-ed.com](http://www.zeal-ed.com) for more information.