



A High-Performing District. A Strong Foundation. A New Opportunity to Lead.

The School District of Pickens County (SDPC) has retained the South Carolina School Boards Association (SCSBA) for a superintendent search and invites applications and nominations for the position of Superintendent.

SDPC is a high-performing, student-centered school district with a strong culture of excellence, innovation, and service. The Board of Trustees seeks an exceptional educational leader to build upon the district's accomplishments, honor its culture, and lead SDPC confidently into its next chapter.

About the Opportunity

Following the announcement that Superintendent Dr. Danny Merck will conclude his service at the end of the 2026–2027 school year, the Board of Trustees is undertaking a thoughtful succession process designed to identify the district's next leader. The search will be guided by SDPC's Innovate '28 Strategic Plan and meaningful stakeholder engagement throughout the Pickens County community. The Board is seeking a superintendent who puts people first, embraces innovation, supports educators, communicates with transparency, and remains relentlessly focused on student success.

Why School District of Pickens County?

SDPC offers a successful district with a strong foundation and a clear commitment to continuous improvement. The district combines high academic expectations with innovative pathways that prepare students for college, career, and life.

- 16,000 students. 2,700 professionals
- \$195.3 million annual operating budget
- Average teacher salary = \$66,790
- Average years of teacher experience = 11.5
- 62 National Board-Certified Teachers
- A 2025 district-wide graduation rate of 90.2%, the highest in SDPC history.
- Eight consecutive years, every school earned an Average, Good, or Excellent state report card
- ACT and SAT performance above South Carolina and national averages.
- The Pickens County Career & Technology Center, ranked #1 in South Carolina for work-based learning experiences.
- Innovative programs and pathways spanning early learning, career and technical education, virtual learning, adult education, and alternative education.
- A nationally recognized global partnership with the University of Oulu in Finland.
- The next superintendent will inherit momentum, talented educators and staff, engaged families, strong community partnerships, and a Board committed to continued excellence.

The Leadership Profile

The successful candidate will demonstrate a proven record of exceptional leadership and will possess the following qualities and experience:

- **Visionary, Student-Centered Leadership:** A leader with a clear vision for educational excellence who keeps students at the center of every decision and is committed to high expectations and meaningful opportunities for every student.
- **Strategic Leadership:** A leader who can translate the Board's Innovate '28 Strategic Plan into measurable action; establish priorities; monitor progress; use data effectively; and develop thoughtful short- and long-term strategies for continued district success.
- **Strong Board–Superintendent Partnership:** A leader who understands the distinct roles of governance and administration and will build a professional, trusting relationship with the Board through transparency, timely communication, respect, and a commitment to no surprises.
- **Visible and Relational Leadership:** A visible, accessible, approachable leader who builds authentic relationships with students, staff, families, Board members, and community partners and who fosters mutual respect, trust, and accountability.
- **Exceptional Communication:** An articulate and effective communicator who listens well, communicates difficult information with candor and care, and can represent the district confidently with employees, families, community leaders, media, business partners, and elected officials.
- **Proven Results:** A leader with a demonstrated record of improving student achievement, strengthening instructional programs, closing opportunity gaps, and using evidence to drive continuous improvement.
- **Talent Development:** A leader who attracts, develops, recognizes, and retains exceptional educators and staff; supports strong school leaders; and builds a culture in which employees feel valued, challenged, and supported.
- **Innovation and Opportunity:** A leader who embraces responsible innovation and expands meaningful opportunities in academics, career and technical education, technology, workforce development, and other areas that prepare students for their futures.
- **Fiscal Stewardship:** A fiscally responsible leader who understands school finance, can interpret educational and financial data, makes strategic resource decisions, and safeguards public resources while keeping student needs at the forefront.
- **Operational Excellence:** An experienced administrator with a strong understanding of school district management, including technology, human resources, facilities, safety, compliance, accountability, program evaluation, and school improvement.
- **Community and Business Partnerships:** A leader who will cultivate strong partnerships with families, businesses, higher education, civic organizations, and community leaders to expand opportunities for students and strengthen public confidence in the district.

The Board of Trustees

A cohesive and high-performing Board of Trustees that operates with professionalism, mutual respect, and a shared commitment to student success and continuous improvement.

Mr. Randy Robinson, Chair
Dr. Betty Bagley
Mr. Brad Dover
Mrs. Betty Garrison

Mr. Shannon Haskett
Mrs. Karla Kelley
Ms. Amy Williams

School District of Pickens County Schools

High Schools

Daniel High School
Easley High School
Liberty High School
Pickens High School

Middle Schools

Dacusville Middle School
Liberty Middle School
Pickens Middle School
R.C. Edwards Middle School
Gettys Middle School

Elementary Schools

Ambler Elementary School
Central Academy of the Arts
Clemson Elementary School
Crosswell Elementary School
Dacusville Elementary School
East End Elementary School
Forest Acres Elementary School

Hagood Elementary School
Liberty Elementary School
Liberty Primary School
McKissick Academy of Science Technology
Pickens Elementary School
Six Mile Elementary School
West End Elementary School

SDPC Programs of Innovation

Academy for Early Learners
Adult Learning Center
Employee Child Care

Gateway to Innovation
Pickens County Career & Technology Center
Pickens County Virtual Academy
Project GO Alternative Education Programs

The Application

Applicants are requested to submit all the following:

- A letter of application indicating interest in this position
- A completed application form, including the applicant's statement section (available at www.scsba.org)
- A current resume
- Three recent letters of reference written within the last six months.
- All application materials and inquiries to be directed to Judy LeGrand - jlegrand@scsba.org

Candidates must be certified as a superintendent in South Carolina or eligible for certification. If you do not hold a South Carolina superintendent's certificate, please contact the Office of Educator Licensure, South Carolina Department of Education, 803-896-0325, licensure@ed.sc.gov. Applicants will be required to demonstrate their ability to meet all certification requirements prior to finalist interviews.