



**Rock Hill Schools
Superintendent Candidate
Dr. Eric Bracy**

Dr. Eric C. Bracy has served as a Superintendent of Schools in North Carolina for the past 17 years. Dr. Bracy's leadership experience includes rural, suburban and urban school districts. His collaborative approach to team building, keen focus on students, and love for teaching and learning has resulted in notable successes during each of his assignments as Superintendent of Schools. Dr. Bracy led Sampson County Schools for six and a half years, significantly improving student performance, as they became the 15th highest performing school district in the state despite financial constraints. Prior to his time in Sampson County, he served as superintendent of Northampton County Schools for five and a half years and paved the way for improved academic outcomes. Dr. Bracy has been the proud Superintendent of Johnston County Public Schools since July, 1, 2020. Under his leadership, Johnston County Public Schools was the only district in the state that saw a major decrease in the number of low-performing schools coming out of the Pandemic in the 2021-2022 school year from 14 (2019) to 5 (2022). Additionally, 85% of Johnston County Public School's 48 schools met or exceeded growth in the 2021-2022 school year, compared to only 60% in 2018- 2019. The district was touted as a "top-performing district" due to its resounding academic growth during the 2023-2024 school year, placing 35th in the state, up from 83rd in 2019. Johnston County Public Schools had only one low-performing school and has increased its pre-pandemic proficiency percentage by 3.5 percentage points. 89% of all schools in Johnston County have a School Performance Grade of A, B, or C.

Dr. Bracy holds a bachelor's in elementary education from North Carolina Central University, a master's in education administration and supervision from Virginia State University, and a doctorate in educational leadership from Nova Southeastern University. Recognized for his impact, he was named the 2024 Central Carolina Regional Education Service Alliance Superintendent of the Year. Dr. Bracy believes in being a leader among leaders as evidenced by his professional service to the North Carolina Association of Curriculum Development (NCASCD) where he serves as President-Elect, and The North Carolina Large District Consortium where he has served as Chair for the past 2 years. His most notable accomplishment is his family. Dr. Bracy is married to a career teacher, and they have been blessed with three children.



**Rock Hill Schools
Superintendent Candidate
Dr. Deborah Elder**

Dr. Deborah Elder currently serves as Deputy/Chief Operating Officer of the Iowa Department of Education, where she provides strategic and operational leadership for the state's education system. As the Department's second ranking leader, she is accountable for outcomes of Iowa taxpayers' \$5.1 billion investment in 486,476 students in over 1,300 K-12 schools and 86,000 students in 15 Community Colleges. A proven systems designer and innovator, Dr. Elder brings more than 30 years of experience leading K-12 education in diverse communities. As Interim Superintendent of Los Lunas Schools, she led the district through a leadership transition, maintaining organizational focus on learning while directly overseeing instruction, operations, finance, facilities, and human capital. Previously, as Chief Academic Officer of Instruction, Accountability, and Innovation, she designed and implemented a districtwide instructional strategy that resulted in 100% of state-designated Targeted Support school improving sufficiently to exit improvement status, all while sustaining two Spotlight schools recognized for excellence.

As Executive Director of Innovation and School Choice in the Albuquerque Public Schools, Dr. Elder oversaw magnet and charter schools, serving over 15,000 students. She launched the state's first Engineering the Future K-12 pathway, secured partnerships including the Kennedy Center's Any Given Child initiative and the City of Albuquerque's Entrepreneurial Mindset project, and expanded magnet school opportunities for 3,500 students. As a school principal, her leadership in instructional improvement and technology integration raised the school's state grade from a D to an A. Her career began in the classroom teaching elementary students. Always a teacher, Dr. Elder is passionate about cultivating future leaders. She teaches graduate courses in School Finance, Human Resources and School Safety as Adjunct Faculty at Western New Mexico University. A lifelong learner, she earned a Bachelor's in Elementary Education, a Master's in Curriculum, and an Educational Specialist degree in Educational Leadership from the University of New Mexico. She earned a Doctorate in Organizational Change and Leadership from the University of Southern California. She and her husband, Scott, have been married for 31 years and are the proud parents of two adult sons.



**Rock Hill Schools
Superintendent Candidate
Dr. Joshua P Starr**

Dr. Joshua P. Starr has served public education as an experienced leader in three sectors. He spent ten years as a Superintendent of Schools in two very diverse and complex districts; Montgomery County, MD, and Stamford, CT. Dr. Starr's leadership has always focused on equity and excellence. He has led collective efforts to ensure high quality instruction for every child, increase innovation, expand community engagement, activate student voice, increase teacher leadership, and support principals. Dr. Starr started his career in Brooklyn, NY, teaching Global Studies to adolescents labeled severely emotionally disturbed, and then became a system leader in districts in the New York metropolitan area, including New York City. As a non-profit CEO at PDK International, Dr. Starr led the launch of the nation's first career and technical education program to inspire and prepare high school students to become teachers. He and his team also supported district leadership teams as they implemented research-based transformational equity and excellence initiatives. In the corporate sector, as the Managing Partner of the Center for Model Schools at HMM, Dr. Starr's team supported leaders throughout the country in their school improvement efforts.

Dr. Starr has won numerous awards, served on many boards, and has been a keynote speaker throughout his career. He's a prolific author, with published columns, op-eds, and book chapters. His book, "Equity Based Leadership," is used by superintendents to guide their transformation efforts. Dr. Starr holds a Bachelor's degree in English and History from the University of Wisconsin-Madison, a Master's in Special Education from Brooklyn College and a Doctorate in Administration, Planning and Social Policy from the Harvard University Graduate School of Education. He and his wife have three children who have all attended public schools.