The Douglas County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through March 19, 2017. See Application Process for more details.

The School System

System Enrollment: 26,270

Number of Schools: 33

- Elementary 20
- Middle 8
- High 5
- Plus 2 specialized high school programs

System Budget: $219.2 million

Staff: 3,071

- Professional: 1,935
- Classified: 1,136

The Douglas County School System is the 17th largest school district in Georgia and is the largest employer in the county with over 3,000 staff. The mission of the School System is to provide a quality education for all students in a safe, supportive environment. DCSS has highly qualified and dedicated educators, engaged students, involved parents, and supportive local businesses and organizations. Their hard work has resulted in many regional, state, and national awards for the students, schools, and system.

All schools have active parent organizations and/or booster clubs. The Partner in Education (PIE) program promotes student achievement with over 700 business/school relationships. Through the Public Education Trust (PET) teachers receive Classroom Impact Grants to promote classroom initiatives and students can earn scholarships. The mentoring program (MATCH) partners over 300 DCSS students with a caring and compassionate adult volunteer. After-school programs are offered in all elementary schools and most middle schools.
Evidence of Success –

• The Class of 2016 graduation rate was 87.13% percentage points
• Douglas County High School was ranked 55th statewide on the list of “Best High Schools” by U.S. News & World Report
• New Manchester High School Science Teacher selected as the Georgia Teacher of the Year
• Lithia Springs High School named one of seven schools in Georgia to earn STEM (science, technology, engineering, and math) certification
• Chapel Hill High School listed by the Washington Post as one of 2016 America’s Most Challenging High Schools
• Douglas County citizens overwhelmingly passed the fifth ESPLOST in 2016.
• Douglas County High School’s Scholar Bowl team won the statewide WSB-TV’s High Q championship in 2015 and placed second in 2016.
• For more information, visit the Douglas County Schools website

Qualifications

The Superintendent of Schools serves as the chief executive officer of the school system and is responsible to the Board of Education for ensuring compliance with all board policies, Georgia Board of Education rules and regulations, and state and federal laws. **Candidates will be evaluated on their professional merits, with emphasis on the following criteria:**

**Required**

• Possession of specialist degree (Ed.S.), and holds or is eligible for a Georgia Leadership Certificate at the L-6 level. Certificate number or letter of eligibility from the Georgia Professional Standards Commission, as verification of such eligibility must be provided. GA certification information is available from the Georgia Professional Standards Commission, 200 Piedmont Avenue, Suite 1702, Atlanta, GA 30303, 800-869-7775 or www.gapsc.com.
• Of good moral character; not convicted of any crime involving moral turpitude, as required by GA law; possession of high standards of ethical and moral conduct and a demonstrated ability to promote the success of all students by adhering to ethical principles and professional norms.
• Has no immediate family members serving on the Douglas County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
• A documented history of successful experience achieved through a combination of professional expertise attained through service in roles of increased responsibility over time.
• Evidence of a global understanding of the management of facilities, transportation, nutrition, technology, Human Resources and budgeting facets of district operations.
• The ability to set a widely shared vision, target a mission for learning and foster a positive climate of mutual trust and respect among faculty, staff and administrators.
• A demonstrated ability to collaborate with faculty and community members, respond to diverse community interests and needs and mobilize community resources.
• A demonstrated knowledge of local, state and federal laws and mandates, board of education policies and ethical guidelines.
Evidence of the ability to provide leadership for the Board of Education to aid their understanding of the “team governance model” and the separation of authority of the board and superintendent.

Preferred:
• Possession of a doctorate
• Documented history of outstanding experience as a superintendent in a public school district.
• Documented history of developing procedures for assessing the appropriateness of the curriculum and the implementing the use of research-based instructional strategies.
• A demonstrated ability to collaborate with faculty and community members, respond to diverse community interests and needs and mobilize community resources.
• A demonstrated ability to develop collaborative partnerships with the greater community to support the learning priorities of the district.
• Evidence of a high level of effectiveness in the following personal qualities: Judgment, Values, Awareness of Future/Global/Future Perspective, Customer Focus, Organizational Ability, and a Fit for the Position/Community
• A willingness to reside in Douglas County.

Salary and Benefits
A negotiated compensation arrangement with a mix of salary and benefits

The Board of Education
The Douglas County Board of Education consists of five members:
• Tracy Rookard, Chair – Two years of service
• Michelle Simmons, Vice-Chair – Two years of service
• Devetion Caldwell – First year of service
• D.T. Jackson – Six years of service
• Jeff Morris – Eight years of service

Application Process
Applicants should not contact the Douglas County Board of Education directly. Information, including the link to the online application, is available at GSBA’s website: gsba.com/member-services/superintendent-search-service. You can reach GSBA at (770) 962-2985, or (800) 226-1856. To be considered, the completed file must be submitted online no later than 11:59 p.m. on March 19, 2017.

Do not mail any materials to GSBA or the school district. Any documents should be uploaded in the spaces provided in the online application. This includes:
• a formal letter of application
• a resume that lists three references
• a copy of college transcript(s)
• any letters of recommendation
• any certificates and supplemental material

The Community

Douglas County is located 20 miles west of downtown Atlanta and is made up of 200 square miles of gently rolling foothills. It is bordered on the south by the Chattahoochee River, east by Cobb and Fulton Counties, north by Paulding County, and west by Carroll County. Douglas County’s location as the western gateway to Atlanta, and its proximity and ease of access to Atlanta’s Hartsfield-Jackson International Airport, make it a great place to live, work and play. Douglas County blends natural beauty with urban convenience and amenities. Sweetwater Creek State Conservation Park is Georgia’s third-most visited State Park and offers fishing, boating, 9 miles of walking trails, and the 215-acre Sparks Reservoir.

Visit the **Douglas, Georgia** website for more information.

Notice of Disclosure:

At least 14 calendar days prior to the meeting at which final action or vote is to be taken on the position of superintendent, all documents concerning as many as three persons under consideration whom the board has determined to be the best qualified for the position shall be subject to inspection and copying. The board can vote on the appointment at any time after the 14-day period.