



ANNOUNCING THE VACANCY OF GLYNN COUNTY SUPERINTENDENT OF SCHOOLS

The Glynn County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **April 16, 2017**. See [Application Process](#) for more details.

The School System

System Enrollment: 13,854

Number of Schools:

Elementary	10
Middle	4
High	2
Other	6

- Golden Isles Career Academy
- Jackson Learning Center-
Alternative Education
- Pre-Kindergarten Center
- Special Education Pre-
Kindergarten Center
- Morningstar-Residential Treatment Services Center
- Coastal Plains Education Charter High School



Staff:	1,929
Professional:	1,064
Classified:	865

System Budget:
\$186,240,400

Originally chartered in 1788, today the Glynn County School System has over 13,000 students in grades prekindergarten through 12, making it the largest public education system in southeast Georgia. The county's students enjoy the support of engaged parents, an active business community, dedicated school administrators and a board of education that earned the "Board of Distinction" title in 2016 from the Georgia School Boards Association. The vision of the school system is to create 21st century learning environments that offer opportunities for all students to pursue higher education and develop skills that meet workforce needs while producing informed, conscientious and productive citizens who give back to their community.

Evidence of Success –

- The Class of 2016 graduation rate was 83 percentage points.
- All schools are fully accredited by AdvancED.
- The high schools offer numerous Advanced Placement® courses with rigorous college-level curriculums.
- The Glynn County School System's Golden Isles Career Academy is a public charter school that provides high school credit and dual enrollment opportunities through a partnership with Altamaha Technical College and the business community.
- There are opportunities to earn college credit through dual enrollment courses at the College of Coastal Georgia and Coastal Pines Technical College in Brunswick.
- Community Involvement includes a strong Communities in Schools partnership to provide support services for at-risk students with the goal of empowering them to stay in school, graduate and achieve in life. There is also a partnership with Gulfstream that offers a Student Leadership Program designed to equip students with tangible skills to help them explore their options beyond the classroom.
- Glynn County's 3rd-8th grade students exceeded state results in 25 out of 30 total content areas for the Department of Education's Georgia Milestones Assessment System in 2016.
- Local schools are "going green" with healthy menu items. The school system's culinary workers try to have at least 20% of menu items to be locally sourced products or from "Georgia Grown" certified producers.
- The district applied for and received the governance model status of a Strategic Waivers School System (SWSS). Under contract with the state board of education, the system receives flexibility in the form of waivers of certain state laws, rules and guidelines in exchange for greater accountability for student performance.
- Glynn County's investment in the nationally recognized intervention programs to address the needs of struggling learners from Houghton Mifflin, previously known as Scholastic, has been a success. Read 180, Math 180 and System 44 programs were implemented at 15 schools in the district in FY16. 95% of Houghton Mifflin Harcourt Read 180 students met the criteria for Gains Analysis. 92% of Houghton Mifflin Harcourt System 44 students met the criteria for Gains Analysis. 89% of Houghton Mifflin Harcourt Math 180 students met the criteria for Gains Analysis.
- For more information, visit the [Glynn 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 Glynn 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.
- 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.
- Documented history of developing procedures for assessing the appropriateness of the curriculum and the implementing the use of research-based instructional strategies.
- Evidence of a global understanding of the management of facilities, transportation, nutrition, technology, Human Resources and budgeting facets of district operations.
- 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.
- Evidence of a high level of effectiveness in the following personal qualities: *Values, Judgment, a Fit for the Position/Community, Customer Focus, Responsiveness, and Organizational Ability*
- A willingness to reside in Glynn County.

Preferred:

- Possession of a doctorate
- Documented history of outstanding experience as a superintendent in a Georgia public school district.

Salary and Benefits

A negotiated compensation arrangement with a mix of salary and benefits



The Board of Education

The Glynn County Board of Education consists of seven members:

- *Mike Hulse, Board Chair - 12 years of service*
- *Jerry Mancil, Vice Chair - 8 years of service*
- *Millard Allen - 10 years of service*
- *Linda Bobbitt - in first year of service*
- *Marcus Edgy - in first year of service*
- *John Madala - 8 years of service*
- *Dr. Hank Yeargan - 6 years of service*



Application Process

Applicants should not contact the Glynn 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 April 16, 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

Glynn County is one of the original eight counties created by the constitution in 1777. The county recognizes John Glynn, a member of the British House of Commons who defended the cause of the American Colonies before the American Revolution. Brunswick, the county seat, is located approximately halfway between Savannah, GA and Jacksonville FL. In addition to the city of Brunswick, there are several barrier islands known as the Golden Isles, each with their own identity. In addition to the natural beauty, the area has a diverse economic mix and one of the busiest ports along the eastern seaboard. There is lots of shopping, restaurants and large amounts of undisturbed coastal marshes, rivers and streams.

Visit the [Golden Isles Official Visitor Guide](#) to learn more.

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.