



# ANNOUNCING THE VACANCY OF RANDOLPH COUNTY SUPERINTENDENT OF SCHOOLS

*“One Vision, One Team, One Community”*

The Randolph County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **June 18, 2017**. See [Application Process](#) for more details.

## The School System

**System Enrollment:** 834

**Number of Schools:**

Elementary	1
Middle	1
High	1

Other Enrollment - Head Start & Pre-K: 125

**Staff:**

Professional:	76
Classified:	102

**System Budget:**

\$10 million



The mission of the Randolph County School System is to “provide a high-quality education in a safe environment for all students. We will ensure this through all stakeholders working cooperatively. Therefore, all students will develop the necessary skills to achieve academically and become a productive citizen in an ever-changing society.”

The school system includes three separate school campuses. Caring and dedicated staff members maintain an atmosphere conducive to learning by implementing a firm and consistent discipline policy. Technology is integrated into the instructional programs to enhance available opportunities for students.

The system operates a Head Start program for three and four year olds to assist students in acquiring the necessary foundation for learning. The elementary school serves children from Pre-Kindergarten through fifth grade. The total instructional program strives for intellectual, physical, social and emotional development with emphasis on the mastery of basic skills. The middle school program is designed to provide a learning environment suitable for the pre-adolescent student. Students in the middle school have an opportunity to continue growth in basic academic disciplines and explore the fine and practical arts, and participate in a variety of physical activities.



The high school offers a broad program of studies. The secondary curriculum has two options for students: a college preparatory program for those students going to college and a technology/career education program which prepares students to enter technical college. Athletic programs and a variety of extra-curricular activities complete the range of opportunities available to students.

There are exciting opportunities available for students and the system remains committed to preparing students to function in our increasingly complex society. Randolph's motto, "One Vision, One Team, One Community", reflects this commitment.

The district applied for and received the governance model status of a Charter School System. 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 and an emphasis on school-based leadership and decision making.

For more information, visit the [Randolph County Schools](http://www.randolphcountyschools.com) 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 a specialist degree (E.D.'s.), and hold or be 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. Georgia certification information is available from the Division of Certification, Georgia Professional Standards Commission, 200 Piedmont Ave., Suite 1702, Atlanta, GA 30334; 800-869-7775 or [www.gapsc.com](http://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 that s/he promote the success of all students by adhering to ethical principles and professional norms.
- Has no immediate family members serving on the Randolph County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- Has a combination of professional expertise achieved through service in roles of increased responsibility over time.

### Preferred Criteria

- Possession of an Ed. D. or a Ph.D. and hold or be eligible for a Georgia Leadership Certificate at the L-7 level.
- A documented history of experience in Georgia as a principal, and as a central office administrator with successful experience in educational finance and curriculum and instruction.
- The ability to promote the success and well-being of every student by ensuring the development, articulation, implementation and stewardship of student-centered vision of quality schooling that is communicated to all members of the school community.

- Demonstrated ability to supervise multiple functions within the district with full accountability for effective operation and results and to delegate responsibility while maintaining accountability.
- A demonstrated ability to collaborate with faculty and community members, to respond to diverse community interests and needs, and to mobilize community resources.
- A demonstrated ability to develop collaborative partnerships with the greater community to support the learning priorities of the district.
- A demonstrated ability to promote the success and well-being of all students by adhering to ethical principles and professional norms.
- Is aware of new developments in education, reads widely and keeps current on educational programs and practices.
- A demonstrated knowledge of local, state and federal laws and mandates, board of education policies and ethical guidelines.
- Evidence of a high level of effectiveness in the following personal qualities: *Conflict Management, Organizational Ability, Values, Judgement, Awareness of Future-Ready Education Practices and Customer Focus, Judgement, Values, Responsiveness and a Fit for the Position/Community.*

## Salary and Benefits

A negotiated compensation arrangement with a mix of salary and benefits.

## The Board of Education

The Randolph County Board of Education consists of five members:

- *Lindberg Graddy*, Board Chair - 1 year of service
- *Don Smith*, Vice Chair - 8 years of service
- *Rodney Burks* - 4 years of service
- *Henry Cook* - 25 years of service
- *Dymple McDonald* - 14 years of service



## Application Process

Applicants should not contact the Randolph 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](http://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 June 18, 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

Randolph County is located in Southwest Georgia. It is approximately 60 miles south of Columbus, 45 miles west of Albany, 30 miles east of Eufaula, Alabama and 30 miles north of Blakely. The county has two US highways that intersect at their town square (Highways US 27 and US 82). They are near many recreational activities, including fishing, hunting, camping, water skiing and hiking.

Randolph is an agricultural county and ranks as the top wheat and sorghum grower in the state. Peanuts, cotton, soybeans, and corn are also important crops for Randolph.

Randolph County is also the home of Andrew College, a private Methodist college and the second college in the nation to grant degrees to women. This college served as a Confederate hospital during the Civil War. In Cuthbert's Greenwood Cemetery are the graves of 24 Confederate soldiers who died at Hood Hospital. These soldiers are commemorated with a life-sized full figure marble sculpture of a confederate soldier. Andrew College, founded 1854, is located on Highway 82 west in Cuthbert.



Cuthbert boasts a large collection of Victorian houses, including the Fletcher Henderson house. Built in 1888, this house is the birthplace of jazz legend Fletcher Henderson. The Romanesque Revival style Randolph County Courthouse was built in 1886 and is a favorite stop for those interested in historical architecture.

The Fletcher Henderson Jazz Festival is staged annually in the fall and is one of the county's major events. Proceeds from the Fletcher Henderson Jazz Festival provide scholarships to deserving students pursuing or continuing a college education.

The Randolph Crossroads Festival is an annual event on the Cuthbert Square on opening deer season weekend. Everyone is invited to participate. Individuals, churches, organizations, and groups are encouraged to take advantage of this fundraising opportunity. Businesses are welcome to bring their wares to the square or bring out on the sidewalk. Residents are encouraged to come out and enjoy the fun and entertainment.

Visit [www.randolphcountyga.com](http://www.randolphcountyga.com) 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.*

