



## Announcing the Vacancy of the Paulding County Superintendent of Schools

The Paulding County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **August 20, 2017**. See [Application Process](#) for more details.

### Engage. Inspire. Prepare.

#### The School System

**System Enrollment:** 28,807

**School General Fund Budget:** \$316.3 Million

**Number of Schools:** 33

- Elementary 19
- Middle 9
- High 5
- Virtual 1
- Alternative 1

**Total Staff:**

Certified: 2,157  
Classified: 1,150

The vision of the **Paulding County School District** is to prepare ALL students for success today and tomorrow. It is a Strategic Waiver School System and is accredited by the AdvancED Accreditation Commission. The faculty and staff work with parents to provide a safe, supportive environment, and opportunities that lead to high-achieving, intelligent and creative students. The district has a strong partnership with [YouScience](#), a program to discover each student's unique set of talents, and to understand how those talents will drive college, career, and even life choices.

*Recent Highlights of the district include:*

- All five of the county's high schools were named 2017 Advanced Placement Honor Schools
- 2016 4-year Graduation Rate: 81.8%, a 2% increase from 2015
- Paulding County High School's Academy of Science, Research and Medicine became the 11<sup>th</sup> STEM certified school in the state
- Roberts Elementary named a "Highest Performing" Title 1 School
- Poole and Panter Elementary named "High Progress" Title 1 Schools
- 8 PCSD schools named to the state's "Beating the Odds" list
- Abney Elementary and Moses Middle School named "Digital Citizenship Schools"
- Russom Elementary was awarded Bronze status on the 2017 list of America's Healthiest Schools
- Completed construction of a classroom addition at North Paulding High School during Summer 2017, including a state-of-the-art broadcast/video production lab.

For more information, visit the [Paulding County Schools](#) website [www.paulding.k12.ga.us](http://www.paulding.k12.ga.us)

## 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 Paulding 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 achieved 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.
- Evidence of knowledge of best practices in curriculum, instruction and assessment.
- 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 current educational programs and best practice
- 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.
- A willingness to reside in Paulding County.

### Additional Preferred Criteria:

- Evidence of a global understanding of the management of facilities, transportation, nutrition, technology, Human Resources and budgeting facets of district operations
- 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 develop collaborative partnerships with the greater community to support the learning priorities of the district.
- Experience in Georgia and/or the southeast region
- Evidence of a high level of effectiveness in the following personal qualities: *Values, Judgement, Customer Focus, Organizational Ability, Conflict Management, Awareness of Future/Global/Future Perspective*

## Salary and Benefits

A negotiated compensation arrangement with a mix of salary and benefits

## The Board of Education

The Paulding County Board of Education consists of seven members:

- *Kim Curl, Chair* - 23 years of service
- *Sammy McClure, Vice Chair* - 15 years of service
- *Glen Albright* - 1 year of service
- *Nicholas Chester* – 6 years of service
- *Kim Cobb* - 8 years of service
- *Theresa Lyons* - 8 years of service
- *Jeff Fuller* - first year of service

## Application Process

Applicants should not contact the Paulding 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 August 20, 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

Paulding County, designated in 1832 from part of Cherokee County, recognizes John Paulding. During the War of Independence, Paulding helped to capture Major John André, one of Benedict Arnold's accomplices in the plot to undermine Patriot revolutionaries. Today, Paulding County is a peaceful blend of big-city proximity (only 30 miles from Atlanta) and old Southern charm. Close to 150,000 call Paulding County home. Dallas, the county seat, is a vibrant and friendly community.



Outdoor enthusiasts will love the many acres of parkland in the county. Cyclists and others often make this their starting point to ride the Silver Comet Trail, a 60-mile paved trail to the Alabama state line in one direction, and to Atlanta in the other. Near Dallas is one of the best preserved Civil War battlefields, Pickett's Mill State Historic Site, with a museum, interpretive film, walking trails and more. Nearby in the city of Hiram, the Rosenwald School Museum gives visitors a peak in to another part of the area's heritage.

Two of Paulding County's famous natives are country music stars Patty Loveless and Travis Tritt.

There are many higher education opportunities available nearby, including Kennesaw State University, Georgia Highlands College and Chattahoochee Technical College.

### 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.*

