

Announcing the Position of Superintendent of Schools for



Providing opportunities today for excellence tomorrow!

The Berrien County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **February 11, 2018**.

Application Process

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

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

Qualifications:

The Superintendent of Schools serves as the chief executive officer of the school system and is responsible 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:

Mandatory

- Possession of a specialist degree (Ed. 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. 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 Georgia 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 Berrien County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by Georgia law.

Preferable

- A doctorate or certification from a state approved Superintendent Professional Development Program.
- A willingness to reside in Berrien County.
- Documented history of outstanding experience as a teacher, principal, superintendent and/or other central office experiences in a public-school district in the Southeastern United States
- 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 the ability to recruit, employ and retain effective personnel throughout the district.
- Evidence of developing and maintaining high expectations for all stakeholders, including his/her own professional behavior and the ability to develop collaborative partnerships with the greater community to support the learning priorities of the district.
- Evidence of a demonstrated ability to align district systems and operations and organizational performance to the goals and values of the district.
- Evidence that the superintendent possesses a global understanding of the management of facilities, transportation, nutrition, technology and the state's funding of district operations.
- 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 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, Judgment, Values, and Fit for the Position/Community.*

The School System

The Berrien County School District serves approximately 3,128 students in its five schools, one primary, one elementary, one middle school, one high school, and one charter school. Students from the high school may apply to attend the charter school. High school students may choose to pursue a traditional high school education, apply for dual enrollment, move-on-when-ready, or pursue virtual opportunities. The district is committed to expanding choice based upon student interest, talents, and need.

The Berrien County School System's mission is *to achieve high levels of learning for all students in a safe and positive environment.* The System is accredited by AdvancED (SACS) and the Georgia Accrediting Commission (GAC).

The facilities are well equipped. The primary and elementary schools are less than 10 years old. The oldest building, the middle school, is 25 years old. Every classroom is equipped with Smart Board technology and has wireless access. The community is supportive and a strong partnership with the schools and the system has been developed.

Berrien Primary

Berrien Primary School houses grades Pre-K through second grades. The approximately 831 students receive academic instruction, music, physical education, along with regular access to computer labs and a well-equipped media center. The Early Intervention program, Special Education, and Gifted Programs serve students with special needs. In addition to the principal and Assistant Principal, Berrien Primary has an Instructional Coordinator and a Literacy Coach who assists the teachers in the successful implementation of programs and professional development. Berrien Primary has been on the Distinguished Title I Schools for the 8 years. Date of construction was 2009.

Berrien Elementary

Berrien Elementary School has approximately 725 students in grades three through five. Third and fourth grade serve students in self-contained classrooms while fifth grade students use a parallel block schedule. In addition to academic instruction, students also receive music, art, and physical education. Berrien Elementary has two fully equipped computer labs and a media center. Students with special needs have opportunities for Special Educational Services, Early Intervention Program, or Gifted Programs. Berrien Elementary also has an Instructional Coordinator and Literacy Coach to provide support to the administration and teachers. Date of construction was 2008.

Berrien County Middle

Berrien Middle School houses grades six through eight with an enrollment of 729 students. Students receive five hours of academic instruction daily as well as connections courses designed to enhance the academic program/ Academic core teaching teams have a minimum of 55 minutes planning each day, used for planning instruction to meet the needs of all students. Students who identified in need of differentiated instruction attend connections class designed to support the math and reading programs. Students receive remediation and enrichment daily in their core academic classes. Date of construction was 1994.

Berrien County High School

Berrien County High School has 780 currently enrolled in grades nine through twelve. The 4x4 block schedule provides the framework for the delivery of instruction. The high school uses an Academy approach to integrate both the academics and career tech. Students are usually enrolled in two academic and two elective courses each semester. Career tech, college prep, honors courses, dual enrollment, and online courses are offered each semester. Other special needs are addressed through Special Education and Gifted Education. Four computer labs are available for individual instruction as well as group. Date of construction was 1999.

Berrien Performance Academy



Berrien Performance Academy opened its doors in the fall 2011 and currently houses 63 students. It offers a different educational approach for individuals seeking an education outside the traditional educational experience. All classes at BPA are online with teachers from each academic area available to facilitate learning. Students are able to progress at their own rate, enabling them to accelerate or remediate their learning. Each student returns to the BHS daily to take career tech courses.

Berrien County School System also works very closely with the **Berrien Collaborative Youth Empowerment Services (YES) program**. This program facilitates several of our grants, including the after-school programs for the primary, elementary, middle school and high school. The school system has received several grants due to the partnership between the school system and the YES center. One example is the *TeleMed* program. Berrien County Schools was the first system in the state to implement a *TeleMed* program. The program, which is accomplished through a partnership with the local hospital, allows the school nurses at the primary, elementary, middle, and high school to schedule doctors' visits via internet office connections, so that children do not have to leave the school campus to see a local doctor.

For more information, visit the District's website at www.berrienschools.org.

Facts and Figures

System Enrollment: 3,128 – Pre-K–12

Schools:

Primary –	Pre-K–2
Elementary –	3–5
Middle –	6–8
High –	9–12
Academy Performance	
Learning Center	9–12

System Budget: \$24,696,016

Staff: Professional/Certified: 254
Classified: 180



The Board of Education

- *Mr. Kylon Fort* – Chairman, three years of service
- *Mr. Clayton Danforth* – Vice-Chair, two years of service
- *Mrs. Michelle Davis*, one year service
- *Mr. Henry Ford*, seven years of service
- *Mr. Bryan Horton*, three years of service
- *Mr. Keith Powell*, seven and a half years of service
- *Mrs. Julie Williams*, seven years of service



The Community

Berrien County: a great place to work... a great place to live... a great place to *B*.

Berrien County is located in South Georgia and consists of four municipalities, Alapaha, Enigma, Ray City, and Nashville. Nashville serves as the county seat for Berrien County. Berrien County is a rural community with a population of 19,000 and the median household income of \$31,835 in 2015. Berrien County is a unique community located approximately 20 miles north of Valdosta and just east of Interstate 75. The county has a large agricultural industry and produces a wide variety of crops on approximately 65,000 acres of farmland each year with an economic value of more than \$96 million.

Each of our municipalities within the county hosts unique retail and dining establishments. The county is also home to several manufacturing companies, including Chaparral and Robalo Boats, B & H Electronics, Atlas Manufacture, DuPont Pine Products, and Coyote Manufacture. Horse Creek Winery is based in Berrien County and offers several award-winning wines. The Wild Adventures Theme Park is located nearby, with more than 50 rides and a variety of shows that change throughout the year. With a population of more than 19,000 and growing, Berrien County offers the convenience and technology of larger communities but is loaded with southern hospitality and charm.

Salary and Benefits

Berrien County will offer a competitive compensation arrangement with a mix of salary and benefits.



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.