



Announcing Ware County Superintendent of Schools Vacancy

Applications should be submitted by **March 3, 2019**. See [Application Process](#) for more details.

The School System

System Enrollment: 6,230

Number of Schools: 11

School Budget: 58 million

1 Pre-K
6 Elementary
2 Middle
1 High
1 Alternative

Total Staff: 934
Professional: 510
Classified: 424

The Ware County School System, a Strategic Waivers System, is composed of one pre-kindergarten school, six elementary schools (Kindergarten through grade five), two middle schools (grades six through eight), one senior high school (grades nine through twelve), and one alternative school (grades two through twelve). The school system is governed by a seven-member board of education elected for a four-year term on a non-partisan basis. The school superintendent is appointed by the board and serves as the chief executive officer for Ware County Schools.

The system serves approximately 6,230 students in pre-kindergarten through grade twelve. Fifty-two percent of the students are White, thirty-six percent are Black, six percent are Hispanic, and the remaining students are multi-racial, Asian, American Indian, or Native Hawaiian/Pacific Islander. The Community Eligibility Provision allows all students enrolled in Ware County Schools to receive both breakfast and lunch at no charge.

The Ware County School System employs approximately 510 certified staff members and 424 classified employees. Seventy-two percent of classroom teachers hold a masters or higher degree and have an average of 15 years' experience. All teachers are highly-qualified, as determined by the Georgia Professional Standards Commission.

It is the goal of the Ware County School System to provide students with a sequential, challenging curriculum that builds on a solid foundation and develops the skills and proficiencies needed for a successful career and a productive life. The K-12 curriculum includes the state-adopted academic standards, Career Pathways, and additional state mandates. The Ware County School System offers

a solid core curriculum that is supported by a myriad of resources and programs to help each student maximize his or her potential. Their seasoned teachers, housed in technology-rich classrooms and utilizing research-based strategies, know how to meet the needs of the community's diverse learners.

Course offerings include language arts, mathematics, science, health/physical education, social studies, fine arts, foreign language, and career, technical, and agricultural education. A recognized state leader in the Response to Intervention process, Ware County utilizes a multi-tier, systematic approach to the early identification and support of students with learning and behavior needs and also serves as a model district in the instruction of gifted and talented students. Through the coordination of state and federal funding, programs such as these are available:

- Strategic Waivers System
- Pre-Kindergarten program for 4-year olds
- Early Intervention Program for Grades K-5
- Title I Grades K-12
- Migrant Education Program Grades PreK-12
- English for Speakers of Other Languages Program Grades K-12
- Special Education Program for students with exceptionalities Grades PreK-12
- Gifted Program Grades K-12
- Career Explorations and Pathways Grades 6-12
- Remedial Education Program Grades 6-12
- Honors/Advanced Placement Courses Grades 6-12
- Career, Technical, and Agricultural Education (CTAE) Grades 6-12
- JROTC Grades 9-12
- Dual Enrollment for High School Students
- Pervasive Technology Integration throughout the District
- Virtual Learning/Georgia E-Learning Online Courses

Ware County schools are safe, healthy, caring environments where all students make progress, staff members perform to high standards, and parents and community stakeholders are partners. The mission of the Ware County School System is to guarantee that all students are provided with superior instruction, resources, and guidance in a learning environment conducive to producing top-quality graduates with life-long learning skills who can live responsibly in society. The Ware County School District desires to be ranked among the leading school systems in the state of Georgia in Student Achievement. State and local assessment results reflect continuous growth and excellence in academics, which is a direct result of the innovation, determination, and specialized skills of our teachers operating under the leadership of school and district administration. The schools have been recognized at the local, state, and national level for various accomplishments, including Rewards School status for Highest Overall Academic Achievement and Highest Overall Academic Progress, Distinguished Schools, School of Excellence, and Lighthouse School to Watch, just to name a few.

In addition to offering a rigorous educational experience utilizing a variety of research-based strategies to meet the individual needs of students, the Ware County School System offers

extracurricular activities to address various student interests. Opportunities to participate in fine arts, athletics, academic competitions, and student clubs are plentiful. Students are encouraged to get involved and discover their passion and abilities through extracurricular activities. Parent involvement is also encouraged, as it positively influences the relationship between the schools and community stakeholders. Through these relationships, it is possible for students to reach their highest potential in becoming self-motivated learners who achieve success in our globally competitive world. For more information, visit the [Ware County Schools](#) website by [clicking here](#).

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:

Required:

- 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. 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.
- 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 Ware County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by Georgia law.
- Has a combination of professional expertise achieved through service in roles of increased responsibility over time.
- Willingness to establish residence within the district (Waycross or Ware County).

Preferred:

- Possession of an Ed.S. or a Ph.D. and hold or be eligible for a Georgia Leadership Certificate at the L-7 level.
- A documented history of experience as a classroom teacher, principal, and as a central office administrator in Georgia or the southeastern region of the United States.
- The ability to participate in the development of a widely shared vision, target a mission for learning.
- A documented history of developing procedures for assessing the curriculum and implementing the use of research-based instructional strategies.
- A demonstrated ability to foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators.

- Evidence of the ability to promote the success of all students by ensuring, supporting, and managing personnel, facilities, transportation, nutrition, technology, budgeting facets of district operations and overseeing the district's organization, operation and use of resources.
- A demonstrated ability to collaborate, listen for understanding and communicate effectively with faculty and community members, demonstrating value for diverse opinions and experiences, including those resistant to change.
- 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.
- Understands the board/superintendent governance model and has the ability to motivate a board of education and cultivate and preserve practices to ensure the governance team model is sustained.
- 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: *Values, Conflict Management, a Fit for the Position/Community, Judgment, Organizational Ability, Responsiveness, Time Management and Customer Focus.*

Salary and Benefits

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

The Board of Education

The Ware County Board of Education has seven members. The members consist of:

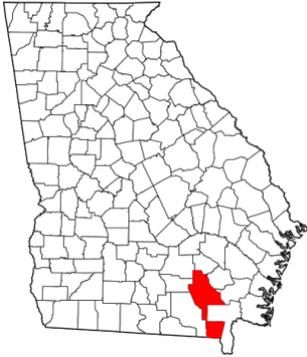
- *Dee Meadows*, Chair – four years of service
- *Rusty Ganas*, Vice Chair – eight years of service
- *Barry Deas* – ten years of service
- *Denton Dial* – eight years of service
- *Oneida Oliver-Sanders* – fourteen years of service
- *Franklin Pinckney, Sr.* – eighteen years of service
- *Edward Tyre* – six years of service

Application Process

Applicants should not contact the Ware 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. Non-traditional applicants will be considered.

The application and completed file must be submitted online no later than 11:59 PM EDT on March 3, 2019.



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 the following:

- 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

Waycross and Ware County is located in the heart of beautiful Southeast Georgia at the northern tip of the 450,000-acre Okefenokee Swamp Wildlife Refuge. Waycross is a nationally-recognized Main Street City filled with Southern hospitality and charm. From the historic downtown district to the swamp lands of the Okefenokee, there is something for everyone. Attractions such as the Okefenokee Swamp Park and Obadiah's Okefenok, a family-owned park featuring a pavilion and restored log cabin over 150 years old, give an in-depth look at a one-of-a-kind ecosystem, including the wildlife, plant-life, and pioneer life in the area. For those who love history, Okefenokee Heritage Center and Southern Forest World museums are other popular venues.

Waycross began as a crossroads for southeastern travel. First a hub for stagecoach traffic, it later became a center for the railroad when it laid its tracks in the mid 1800s. As the Plant System Railroad started to grow, so did the town surrounding it. Streets were placed in the pattern of the Maltese Cross, which was part of the Plant System Railroad's logo, and a new city was born. It is said that Waycross was so named because it was "where the ways crossed" in early days of travel, while others will claim that Waycross was so named because it was "the way of the cross," due to numerous churches being built here in those days. With the largest CSX computerized rail yard on the East Coast, Waycross is the center of all rail traffic coming through the southeast area.

The school system partners with the Chamber of Commerce, the Waycross-Ware County Development Authority, higher education entities such as South Georgia State College and Coastal Pines Technical College, and local business and community stakeholders to ensure students are college and workforce ready upon graduation. The system's current graduation rate is 89.7%, 8 points above the state average.

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.