An Invitation to Apply for the Position of Superintendent of Schools

For

Colquitt County SCHOOLS
Each Day - Excellence In Every Way

The Colquitt County Board of Education is seeking candidates for the position of Superintendent of Schools. Applications should be submitted online by 11:59 p.m. EDT on October 25, 2020. See Application Process for more details.

District Facts

System Enrollment: 9,266

School Budget: $96.9 Million

Staff:
- Administrators: 57
- Instructional: 720
- Support: 596

Number of Schools: 14
- Elementary (PK-5): 10
- Middle (6-7): 1
- Jr. High (8-9): 1
- High (9-12): 1
- Achievement Center (6-12): 1

About the District

The Colquitt County School System’s mission is to “provide quality instruction, value collaboration, support the development of the whole-child, and provide students with varied opportunities.” Colquitt has received the Exemplary Board status since 2015, the first year available, from the Georgia School Boards Association. (Before 2015, they were a Distinguished Board.)

Since 2015, the district’s focus on Academic Achievement has included the development and facilitation of a robust MTSS system at all grade bands based on data-driven decisions at the student level. Additionally, the implementation of Professional Learning Communities (PLC) at the content and grade level groups of each school has resulted in an improved focus on what students need to know, how to assess learning, how to intervene when students do not learn, and how to provide enrichment when students already know the material. The collaboration inherent in the PLC process has aided the system in the implementation of assessment screeners, benchmark assessments, and common unit planning.
We are all Packers. There are no other high schools, no second school system, no college or university athletic programs that can blur loyalties and create disunity in the greater community.

There is a great advantage in our central location. Our county is a geographical hub for the area with easy access to any goods or services not immediately available in our community.

The citizens of Colquitt County and the school system have sacrificed to operate small elementary schools, many of which still retain close identities with their communities.

Facilities have undergone a transformation in recent years as the use of portable units has been eliminated with services to children and the community greatly enhanced. The flagship of the system is Colquitt County High School, an awe-inspiring, state-of-the-art facility consisting of four stories, allowing core subjects to departmentalize on separate floors. Also included was the new construction of a 75,000 square foot indoor multi-purpose training facility for football, soccer, baseball, and band. The indoor facility has a full-size regulation football field under roof.

Our county is proud of the expanses of productive farmland that make us the agricultural leader in Georgia and arguably the most diversified agricultural community east of the Mississippi River in revenue from agriculture. Colquitt County routinely boasts the largest farm gate in Georgia in crops ranging from vegetables to cotton.

Co-curricular programs continue to thrive. With the largest FFA chapter in GA, a nationally award-winning choral and band programs, winners annually at the state level in technology competitions, state and national level in science competitions, etc., our students regularly compete with all.

The Colquitt County School System, with great support from the community, has returned to an organizational arrangement of schools that is Prek-5, 6-7, 8-9, 10-12; thereby enhancing instructional opportunities while reducing social issues.

Colquitt County is the first and the model for a unique partnership with the University of Georgia that has spread across the state. Through the Archway Partnership, UGA commits expertise and other resources to our community.

In extra-curricular competition, the Packers have over time stamped their mark and established their collective reputation throughout the state of Georgia in virtually every sport. Our mascot, the Packer Hog, is known throughout.

The school system has maintained its fiscal stability without significant reductions in programs and employment throughout the economic uncertainty, and in recent years, we have grown our fund balance considerably.

**Collective Commitments**

**As a school system that provides quality instruction...**

- We will provide quality instruction through activities/lessons that are standards-based and embedded in content-specific frameworks for learning that incorporate critical thinking, creativity, and collaboration.
- We will evaluate student progress towards mastery of knowledge before moving forward to subsequent information, and teachers will give additional support by employing enough time and instructional strategies so that all students can achieve a high level of understanding.

**As a school system that values collaboration...**

- We will function as a Professional Learning Community at all levels (teacher, leader, district) and use the tenants of this process to communicate with stakeholders, parents, and students to function as a school system, not a system of schools, with shared expectations.
- We will support our teachers through strategic mentoring, differentiated training to develop the whole- teacher and monitor the effectiveness of our support.
As a school system that supports the development of the whole-child…

- We will follow instructional practices that are grounded in the practice of building positive relationships to produce engaged students.
- We will be inclusive of all students (Migrant, English Language Learners, Students with Disabilities, Gifted-identified, and/or those experiencing the effects of mental health issues or low socioeconomic levels) regardless of race or gender.
- We will support our educators with professional learning in the development of a growth mindset in students, teachers, and leaders who will grow from their mistakes and learn to be self-motivated to succeed. We will have a fully functioning RTI (MTSS) system to support all students’ academic and behavioral needs that includes enrichment and remediation.

As a school system that provides students with varied opportunities...

- We will provide opportunities for success for our students throughout their time in the Colquitt County School System that are tied to post-secondary education and industry by providing inquiry-based activities for students to solve real-world problems.
- We will integrate the use of technology into lessons to develop positive attitudes toward technology uses that support life-long learning, collaboration, productivity, and digital citizenship.

For more information, visit the Colquitt County Schools website by clicking here.

Dear Candidates:

The Colquitt County Board of Education is seeking an inspired, innovative, and visionary educational leader to become our Superintendent of Schools.

The new superintendent will be an integral part of our diverse community and our efforts to increase student achievement. Educators in the district, parents, and the Board of Education are continually striving to help students achieve their maximum potential. We have high expectations for our entire preK-12 student body and provide a broad spectrum of quality services to meet their individual needs and interests.

The Board of Education offers a competitive compensation arrangement with a mix of salary, benefits, travel, etc.

On behalf of the Colquitt County Board of Education, I encourage you to consider this dynamic career opportunity in Moultrie, Georgia. Thank you for your interest.

Sincerely,
Robby L. Pitts, Chairman
Colquitt County Board of Education

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; at 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 Colquitt County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by Georgia law.
- Willingness to establish residence within the district (Moultrie or Colquitt 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.
- Documented evidence of experience in the Southeast Region of the United States (AL, District of Columbia, FL, GA, KY, MD, MS, NC, SC, LA, TN, VA, W.VA).
- A documented history of experience as a classroom teacher, principal, and as a central office administrator.
- Has a combination of professional expertise achieved through service in roles of increased responsibility over time.
- The ability to participate in the development of a widely shared vision, target a mission for learning and foster a positive, professional climate of mutual trust and respect among faculty staff and administration.
- 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, managing and overseeing the district’s organization, management of personnel, facilities, transportation, nutrition, technology and budgeting facets of district operations.
- A demonstrated ability to collaborate and communicate effectively with faculty and community members, respond to diverse community interests and needs and 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 local, state and federal laws and mandates, board of education policies and ethical guidelines.
- Understands the team governance model and has the ability to provide leadership for the Board to aid their understanding of this model and the separation of authority of the board and the superintendent.
- An awareness of new developments in education and the motivation to read widely and keep current on educational programs and practices.
- Evidence of a high level of effectiveness in the following personal qualities: Values, Judgment, Fit for the Position/Community, Emotional Intelligence, Organizational Ability, and Customer Focus

Salary and Benefits

A negotiated compensation arrangement with a mix of salary and benefits
The Board of Education

The Colquitt County Board of Education consists of six members:

- **Robby Pitts**, Chair – 5 ½ years of service
- **Dr. Dede Megahee-Hall**, Vice Chair – 3 ½ years of service
- **Mary Beth Watson** – 7 ½ years of service
- **Trudie M. Hill** - 16 years of service
- **Patricia Anderson** – 9 ½ years of service
- **Kevin Sumner** - 7 ½ years of service

Application Process

Applicants should not contact the Colquitt 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](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. EDT on October 25, 2020.**

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

Colquitt County, population 40,000, is located in southwest Georgia 24 miles west of Interstate 75, approximately 200 miles south of Atlanta, and 60 miles north of Tallahassee, Florida. The City of Moultrie, the county seat, is situated in the heart of Colquitt County. The economic base is comprised of a healthy mix of agriculture and industry. Colquitt County Board of Education is one of the largest employers in the county, with approximately 1,500 employees.

Nationally known as the city of beautiful homes, Moultrie boasts several renowned attractions. Home to a state-of-the-art Olympic sized swimming and diving well, Moultrie hosts local, state, national, and international diving meets. The Sunbelt Agricultural Expo with over 76,000 visitors annually is the largest outdoor farm show in North America. Reed Bingham State Park, located between Colquitt and Cook counties, surrounds a 375-acre lake and offers boating, fishing, picnicking, and camping. Colquitt County is less than two hours from the Gulf Coast and provides easy access to beaches and retreats.

Colquitt County also has 12 public tennis courts, four swimming pools, and a private golf course and Country Club, a YMCA, a Boys & Girls Club, an arts center, and a six-mile walking trail. It is host to several annual festivals and fairs.

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.