ANNOUNCING THE VACANCY OF
GRIFFIN-SPALDING COUNTY
SUPERINTENDENT OF SCHOOLS

The Griffin-Spalding County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through October 18, 2020. See Application Process for more details.

The School System

System Enrollment: 10,353

Number of Schools: 21
   Elementary 11
   Middle 4
   High 3
   Other 3

System Budget: $94.5 million

Staff:
   Certified: 864
   Classified: 605

The mission of the Griffin-Spalding County School System is to empower students to graduate college and career ready. Their vision is to be an agent of change, transforming students into future-ready learners and contributing members of society. The school system’s sustained growth is made possible by the effective collaboration of teachers, schools, departments, and with students, parents and community members who are joined in the goal of better education for all. For more information, click to view the latest annual report and visit the Griffin-Spalding County Schools 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 or is eligible for the Renewable Professional Standard or Performance-Based Tier II Certificate in Educational Leadership. 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 Georgia Professional Standards Commission, 200 Piedmont Avenue, 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 GA law; possession of high standards of ethical and moral conduct and a demonstrated ability to promote the success of all students by adhering to ethical principles and professional norms.
- Has no immediate family members serving on the Griffin Spalding 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.
- Possesses evidence of support for a district’s mission by identifying, articulating and planning to meet the needs of all students, staff and other stakeholders.
- Ensures that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students and are personalized to accommodate diverse learning styles, needs, interests and levels of readiness.
- Ensures effective management of the district’s core functions; develops and oversees a comprehensive approach to facilities, transportation, resource allocation and budget management; knows and can describe what efficient operational systems look like.
- Collaborates and communicates effectively with individuals and groups, both internally and externally, demonstrating value for diverse opinions and experiences.
- Models leadership as evidenced by acting with integrity and fairness, showing attention to detail, providing timely responses to constituent concerns and showing respect for dissenting perspectives.
- Has experience with and/or played a direct role in developing or leading an educational entity where student achievement has been increased; knows what effective instructional practice looks like, can describe it, knows strategies for improving teaching and learning and the superintendent’s role in contributing to this outcome.
- It is important that the superintendent is knowledgeable of local, state and federal laws and mandates, board of education policies and ethical guidelines.

Preferred

- Understands the board/superintendent governance model; can motivate a board of education and cultivate practices to ensure the governance team model is sustained.
- Possession of the doctorate degree is important, though not mandatory.
- A willingness to reside in Griffin-Spalding County.
- Evidence of a high level of effectiveness in the following personal qualities: A Fit for the Position/Community, Values, Customer Focus, Organizational Ability, Judgment and Time Management.
Salary and Benefits

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

The Board of Education

The Griffin-Spalding County Board of Education consists of five members:

- **Will Doss**, Board Chair – 3.5 years of service
- **Zachery Holmes**, Vice Chair – 18 years of service
- **R. Syntel Brown** – 1 year of service
- **Barbara Jo Cook** – 19 years of service
- **Sue McDonald** – 1 year of service

Application Process

Applicants should not contact the Griffin-Spalding 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.

**To be considered, the completed file must be submitted online no later than 11:59 p.m. EDT on October 18, 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

Spalding County offers small-town charm surrounded by natural beauty and a vibrant culture. The county has beautiful lakes, scenic parks and numerous historic landmarks. It is home to the University of Georgia’s Griffin Campus and Southern Crescent Technical College. Griffin is the county seat of Spalding County and just 35 miles away from Atlanta. **Click to view the City of Griffin - Live, Work and Play video.**
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.