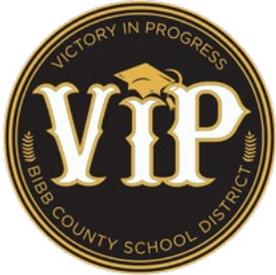


# ANNOUNCING SUPERINTENDENT VACANCY



## Bibb County School District MACON, GEORGIA

The Bibb County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through January 16, 2022. See the [application process](#) below for more information.

### About Bibb County Public Schools

The Bibb County School District is an urban school district located in Macon, Georgia, a Central Georgia city located about 90 miles south of Atlanta. The District is home to 38 schools and programs and more than 21,000 students. In spring 2021, Bibb County seniors accomplished a graduation rate of 80.67 percent, reflecting an increase of more than 25 percentage points in the last decade. Additionally, four elementary schools in Bibb County have been named “Leader In Me” Lighthouse Schools, and an additional elementary school has received STEM certification from the Georgia Department of Education. Bibb County schools also have ranked among the highest-achieving Title I schools in the state, with two elementary schools receiving national distinction for their achievements. The District includes fine arts and academic magnet schools for all grade levels, as well as a college and career academy with career pathway programs in culinary arts, banking, teaching, nursing, cosmetology, graphic design and more.



See [additional highlights and information](#).



# 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 Education Specialist Degree or higher and holds or is eligible for a Georgia Standard Professional Clear Renewable Tier II Certificate at Level 6 or higher 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, Georgia 30303, 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 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 Bibb County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by Georgia law
- A proven leader with a combination of professional expertise achieved through service in roles/positions with progressively increased responsibility over time, indicating familiarity with varying aspects of leadership, politics, finance, and management of the K-12 education sector and the needs of diverse learners
- Proven track record of success as an educational leader in a district with similar demographics and variables
- Possesses the leadership skills required to analyze and support the district's mission/vision and can identify, articulate and implement in a manner that ensures that the needs of all students, staff and other stakeholders are met
- Possesses strong instructional foundation and demonstrated ability to apply knowledge of current research-based practices in teaching and learning, instructional administration, techniques and programs that enhance instructional capacity and maximizes student learning
- Demonstrated ability to supervise multiple functions within the district with the skill to delegate responsibility while maintaining full accountability for results, and a global understanding of the operations and management of the human resources, facilities, transportation, nutrition, technology and budgeting facets of the school district
- A demonstrated ability to collaborate with multiple stakeholders, faculty/staff, community members, respond to diverse community interests and needs; is approachable and able to mobilize community resources in support of student achievement goals
- 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 while adhering to ethical guidelines
- 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 the superintendent

## Preferred:

- Possession of a terminal degree (Ed. D. or Ph.D.) and holds or is eligible for Georgia Leadership Certification at that level
- A willingness to reside in Bibb County
- An understanding of the educational system, including knowledge of local, state and federal laws and mandates, board of education policies, current developments in education; reads widely and keeps current on educational trends and practices that foster student growth and impact student achievement
  
- Evidence of a high level of effectiveness in the following personal qualities:
  - Fit for the Position/Community
  - Values
  - Judgment
  - Customer Focus
  - Responsiveness
  - Conflict Management

## SALARY AND BENEFITS

A negotiated compensation arrangement with a mix of salary and benefits

## THE BOARD OF EDUCATION

The Bibb County Board of Education consists of eight members:

- |  |                      |
|--|----------------------|
| • Daryl J. Morton, At-Large, Post 7 – President      | (7 years of service) |
| • Dr. Thelma D. Dillard, District 2 – Vice President | (9 years of service) |
| • Dr. Sundra M. Woodford, District 5 – Treasurer     | (5 years of service) |
| • Myrtice C. Johnson, District 1                     | (1 year of service)  |
| • Kristin C. Hanlon, District 3                      | (1 year of service)  |
| • Juawn A. Jackson, District 4                       | (1 year of service)  |
| • James M. Freeman, District 6                       | (1 year of service)  |
| • Dr. Lisa W. Garrett, At-Large, Post 8              | (3 years of service) |

Bibb County Board of Education members serve a term of 4 years. Members may run for 3 terms, for a total of 12 years of service. Six of the positions are elected on the same 4-year cycle, while the two At-Large positions are elected on a 4-year cycle 2 years later.

Board member zone maps:

<https://garc.maps.arcgis.com/apps/MapSeries/index.html?appid=793afb1d-f34e40eeaf7dd069e2537371>



# APPLICATION PROCESS

Applicants should not contact the Bibb 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](https://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 **Sunday, January 16, 2022 at 11:59 p.m. EST.**



**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 SCHOOL SYSTEM



District Enrollment:  
21,240



District Budget:  
General Fund Budget: \$206,328,557  
All Funds Budget: \$350,998,581



Staff:  
Professional: 1,981  
Classified: 1,558



Number of Schools:  
Elementary: 21  
Middle: 6  
High: 6  
Other: 5  
Virtual School  
Alternative Behavior Program  
Pre-K and Special Needs Program  
GNETS Program  
College and Career Academy Program



# THE COMMUNITY

Macon-Bibb County is the fourth-largest city in Georgia with a population of more than 157,000 people, and it is strategically located in the center of the state at the intersection of two major interstates (I-75 and I-16) and several state highways. It is known around the country and world for its musical history (Otis Redding, Little Richard, the Allman Brothers Band, and more) and its festivals (Cherry Blossom Festival, Bragg Jam, Magnolia Soap Box Derby, and more).

Macon-Bibb County is the center of development, culture, and opportunity, remembering the past while inspiring hope and pride for the future, creating a vibrant economic and cultural climate, enabling individuals, families, and businesses to prosper.



Additional highlights and information:

- The Bibb County School District achieved certification by AdvancED, now Cognia, in 2018.
- All schools in the Bibb County School District are Title I schools.
- The Bibb County School District has been awarded district-wide Community Eligibility Provision (CEP) status, meaning all students have the opportunity to eat breakfast and lunch at no cost.
- Bibb County School District schools have been highlighted as models for PBIS implementation in the state of Georgia.
- All schools in the Bibb County School District are participating in a community-supported district-wide implementation of The Leader in Me program.
- Voters recently approved a fifth consecutive Education Special Purpose Local Option Sales Tax (ESPLOST) by more than 75 percent, authorizing the Bibb County School District to levy and collect a one percent sales tax for 5 years beginning January 1, 2021, to help fund facility construction, renovations, safety and security improvements, 21st century instructional technology upgrades, and district-wide athletic facility construction and improvements.
- The Bibb County School District is home to 21st century technology, with interactive panels and audio/safety alert systems in every classroom throughout the district. Additionally, the district has implemented one-to-one technology, providing each student in the district with access to a device.
- Employees have represented the Bibb County School District at the regional, state and national level, with numerous district employees invited to present on the national stage.
- Prior to the pandemic, the Bibb County Board of Education achieved Exemplary Status by the Georgia School Boards Association.

## **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.