

# ANNOUNCING SUPERINTENDENT VACANCY

## City Schools of Decatur Decatur, Georgia



The City Schools of Decatur's Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through December 18, 2022 at 11:59 p.m. EST. See the [application process](#) below for more information.



## Welcome to City Schools of Decatur!

### The School System



*Number of Schools:*  
Early Childhood Centers: 2  
Lower Elementary: 5  
Upper Elementary: 2  
Middle: 1  
High: 1  
Career Academy: 1  
Virtual Academy: 1



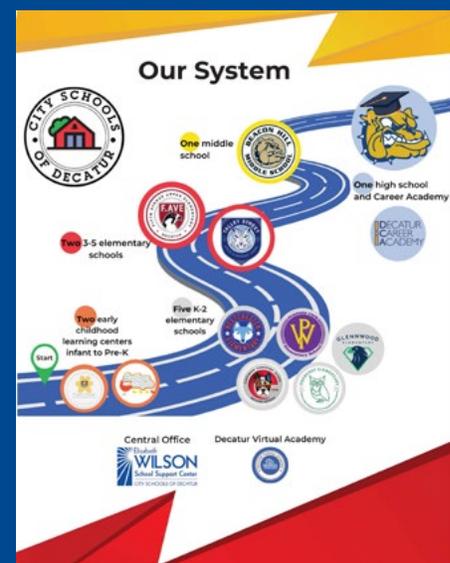
Staff: 920



*District Budget:*  
\$86,067,944



*District Enrollment:*  
5,700



City Schools of Decatur is an independent public school district that serves children within the four-square-mile area of Decatur, Georgia. An urban town of approximately 20,000 residents, the City of Decatur is a historic city of homes, schools, and places of worship with a thriving business community located east of downtown Atlanta. Decatur offers a traditional small-town atmosphere--and the sophistication and excitement of a college town--along with all the benefits of living in a major metropolitan area.

**Our Vision:** We will build the foundation for all children to be their best, achieve their dreams, and make the world a better place.

**Our Mission:** Our mission is to work with and inspire students to grow and develop their ability to learn, think, and inquire through meaningful, motivating, and rewarding learning experiences supported by highly qualified, caring adults in a safe, supportive, and inviting environment.

#### **CSD Framework for Equitable Outcomes Pillars and Priority Statements:**

- Advancing Racial Equity
  - CSD is committed to creating an anti-racist, equitable environment that addresses and eliminates disproportionately negative outcomes for Black students in all areas.
- Accelerating Student Learning
  - CSD is committed to accelerating student learning by focusing on effective teaching and learning practices that align with the CSD Instructional Framework.
- Building and Sustaining a Positive Culture and Climate
  - CSD is committed to building and sustaining a positive culture and climate where students and staff feel safe, seen, and successful.

For more information, visit the [City Schools of Decatur 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 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, GA 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 City Schools of Decatur Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- Demonstrates the ability to model and pursue the district's mission, vision, and core values in all aspects of leadership.
- Acts ethically and professionally in personal conduct, relationships with others, decision-making, stewardship of district resources, and all aspects of district leadership.
- Addresses matters of equity and cultural responsiveness in all aspects of leadership.
- Implements coherent systems of curriculum, instruction, and assessment that promote the mission, vision, and core values of the district, embody high expectations for student learning, aligned with academic standards, and culturally responsive.
- Builds and maintains a safe, caring, and healthy educational environment that meets the academic, social, emotional, and physical needs of each student.
- Develops educators and staff members' professional knowledge, skills, and practice through differentiated opportunities for learning and growth guided by understanding of professional and adult learning and development.
- Engages in regular and open two-way communication with families and the community about relevant district needs.
- Seeks, acquires, and manages fiscal and other resources to support curriculum, instruction, assessment, and the needs of the student learning community.

**Preferred:**

- Possession of a terminal degree (Ed. D. or Ph.D.) and holds or is eligible for Georgia Leadership Certification at that level
- Possesses evidence of a proven track record that includes a minimum of five (5) years of experience in leadership roles, with at least 3 years of experience at the Tier II leadership certification level, above the level of school principal, involving 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.
- Promotes mutual accountability among educators and staff for each student's success and the effectiveness of schools and the district as a whole.
- Uses methods of continuous improvement to achieve the vision, fulfill the mission, and promote the core values of the district.
- Will fit in with the culture and become an integral part of the community.
- Evidence of a high level of effectiveness in the following personal qualities: Emotional Intelligence, Fit for the position and district community, Judgment, Values, Global Perspective/Future Readiness, Organizational Ability

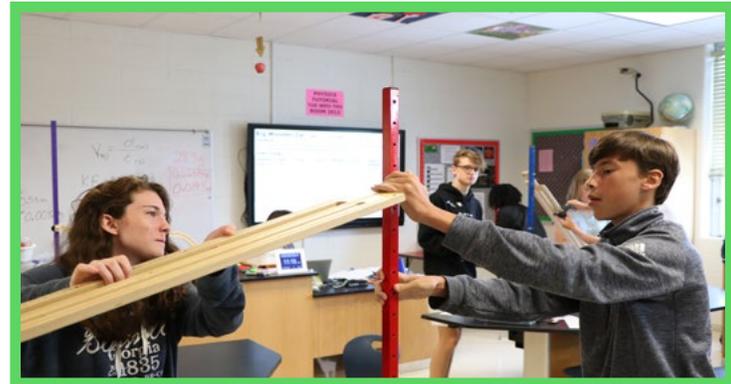
# SALARY AND BENEFITS

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

## THE BOARD OF EDUCATION

The City Schools of Decatur Board of Education consists of five members:

- Jana Johnson-Davis, Chair - two years of service
- James Herndon, Vice Chair - two years of service
  - Tasha White - six years of service
  - Carmen Sulton- half a year of service
  - Hans Utz - half a year of service



## APPLICATION PROCESS

Applicants should not contact the City Schools of Decatur 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 December 18, 2022 11:59 p.m. EST. Anticipated start date is July 1, 2023.



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

We invite you to discover Decatur online and in person. You'll find a traditional small-town atmosphere--and the sophistication and excitement of a college town--along with all the benefits of living in a major metropolitan area.

Take a stroll through Decatur and see how friendly neighbors, tree-lined streets, excellent schools, parks and playing fields, libraries, colleges, and businesses all make our town a wonderful place to spend some time. We're just minutes east of downtown Atlanta, minutes west of Stone Mountain, and the MARTA rail station is right under our downtown square, so getting here is a breeze.

Named after Stephen Decatur, a 19th century U.S. Naval hero, Decatur retains a strong connection to its history, while preparing for the future with managed growth and responsible development.

Decatur maintains its own identity while forging bonds with other communities locally, nationally and internationally. Other U.S. cities and counties named Decatur participate in some of our festivities. We are a member of Sister Cities International.

Learn more about Decatur's Points of Interest as well as community activities, business and city government. Then come and see for yourself why Decatur folks are proud of their community.

From the City of Decatur's website ([www.decaturga.com](http://www.decaturga.com))



## **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.