

# ANNOUNCING SUPERINTENDENT SEARCH

## DeKalb County Schools Stone Mountain, Georgia



The DeKalb County Schools' Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through January 8, 2023 at 11:59 p.m. EST. See the [application process](#) below for more information.

### The School System



#### Number of Schools:

Elementary: 76

Middle: 19

High: 22

Program/Centers: 14

Charters: 8



Staff: 14,509

Professional: 7,009

Classified: 6,000

Substitutes: 1,500



#### District Budget:

General fund: \$1.32 Billion

All Funds: \$2.63 Billion



District Enrollment:

92,368

# DEKALB COUNTY

DeKalb County School District (DCSD) is Georgia's third largest school system. Under the leadership of the Superintendent and the Board of Education, we prepare students for college and careers through a laser focus on rigorous, relevant classroom instruction related to each child's needs.

**Vision:** to inspire our community of learners to achieve educational excellence.

**Mission:** to ensure student success, leading to higher education, work, and lifelong learning.

**Motto:** Inspire. Achieve. Excel.

# SCHOOL DISTRICT

# 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 DeKalb County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA 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.
- Demonstrates the ability to collaborate with members of the district and community, using relevant data to promote the district's mission and vision based on the successful learning and development of every child and based on instructional and organizational practices that promote such success.
- 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, and recognizes, respects and employs each student's strengths, diversity, and culture as assets for teaching and learning.
- Ensures instructional practice that is intellectually challenging, authentic to student experiences, recognize student strengths, and is differentiated and personalized.
- Builds and maintains a safe, caring and healthy educational environment that meets the academic, social, emotional, and physical needs of each student.
- Plans for and manages staff turnover and succession; provides opportunities for effective onboarding, induction and mentoring of new personnel.
- Develops and supports open, productive, caring and trusting working relationships among leaders, faculty and staff to promote professional capacity and the improvement of practices.
- Engages in regular and open two-way communication with families and the community about schools, the district, students, needs, problems and accomplishments.
- Understands and manages governance processes and internal and external politics associated with achieving the district's mission and vision.
- Engages all parties in an ongoing process of evidence-based inquiry, learning strategic goal setting, planning, implementation, evaluation, and accountability for continuous district, school, department and classroom improvement.

## Preferred

- Possession of a terminal degree (Ed. D. or Ph.D.) and holds or is eligible for Georgia Leadership Certification at that level
- Proven track record of success as an educational leader in a district with similar demographics and variables
- A willingness to reside in DeKalb County
- Evidence of a high level of effectiveness in the following personal qualities: *Decision Making, Personal Ethics and Values, Judgment, Customer Focus, Communication, Change Management*

# THE BOARD OF EDUCATION

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The DeKalb County Board of Education consists of seven members:

- Mrs. Vickie B. Turner, Chair - eight years of service
- Mr. Dijon DaCosta, Vice Chair - four years of service
  - Mrs. Anna Hill- two years of service
- Mr. Marshall D. Orson - ten years of service
- Mrs. Deirdre P. Pierce- two years of service
- Ms. Allyson Gevertz- four years of service
- Dr. Joyce Morley -ten years of service



## APPLICATION PROCESS

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Applicants should not contact the DeKalb 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 January 8, 2023, 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

# SALARY AND BENEFITS

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

# THE COMMUNITY

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A vibrant and welcoming community, DeKalb County is located on the east side of Atlanta and in the north central portion of the state. Formed in 1822, the county has seen steady growth throughout the decades and proves to be a hub for businesses, educational institutes, and more. DeKalb County is known for its many attractions, including Fernbank Museum of Natural History, Stone Mountain Park, Callanwolde Fine Arts Center, Davidson-Arabia Mountain Nature Preserve, and more! DeKalb County is home to Emory University, Agnes Scott College, and Mercer University.



## **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.