

ANNOUNCING SUPERINTENDENT SEARCH

Monroe County Schools

Forsyth, Georgia



The Monroe County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through April 23, 2023 at 11:59 p.m. EST. See the [application process](#) below for more information.



The School System

The district has four schools that qualify for Title I services and funding, all three elementary schools and the middle school. Districtwide, 52% of students are considered low-socioeconomic status. There is a projection that the student population is getting ready to expand rapidly due to new construction within the county borders. The U.S. Census report shows 203 building permits were issued in Monroe County in 2020. 2021 was a record-setting year with the addition of 344 new homes.



Number of Schools:
Elementary: 3
Middle: 1
High: 1
Alternative Programs: 3



Staff:
Certified: 358
Classified: 295



District Budget:
\$61,195,830



District Enrollment:
4,544

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 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; 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 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 Monroe County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- Demonstrates leadership in reviewing the district's mission and vision and making needed adjustments to address changing expectations and opportunities for the district and the changing needs and situations of its students.
- Acts ethically and professionally in personal conduct, relationships with others, decision-making, stewardship of district resources, and all aspects of district leadership.
- 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.
- Maintains a presence in the community to understand its strengths and needs, develop productive relationships, and engages its resources for the district.
- Institutes, manages and monitors operations and administrative systems that promote the mission and vision of the district.
- Develops workplace conditions for educators and staff that promote effective professional growth and student learning
- A documented history of developing procedures for assessing the curriculum, and implementing the use of research-based instructional strategies.
- Willingness to establish residence within the district

Additional Preferred Criteria:

- Possession of an Ed.D. Or a Ph.D. and hold or be eligible for a Georgia Leadership Certificate at the L-7 level
- A proven leader with a combination of professional expertise in the southeastern United States, preferably Georgia, 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.
- Ensures that each student has access to effective teachers, learning opportunities, academic and social support, and other resources necessary for success.
- Builds and maintains a safe, caring and healthy educational environment that meets the academic, social, emotional, and physical needs of each student
- Ensures instructional practice that is intellectually challenging, authentic to student experiences, recognize student strengths, and is differentiated and personalized.
- Seeks to make the district and each school within the district more effective for each student, educators and staff, families and the community.
- Evidence of a high level of effectiveness in the following personal qualities: *Communications, Decision Making, Responsiveness and Ethics and Values*

THE BOARD OF EDUCATION

The Monroe County Board of Education consists of seven members:

- Stuart Pippin, Board Chairman, elected in 2016
- Dr. Priscilla Doster, Board Vice-Chairman, elected in 2017
 - Dr. Jeremy Goodwin, elected in 2020
 - Eva Bilderback, elected in 2006
 - Greg Head, elected in 2018
 - Sherrye Battle, elected in 2022
 - Robert Jenkins, elected in 2022



APPLICATION PROCESS

Applicants should not contact the Monroe 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 April 23, 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

SALARY AND BENEFITS

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

THE COMMUNITY

Monroe County is located in the heart of Georgia near both Macon and Atlanta. The total population of Monroe County is approximately 27,578 people of which 75% are Caucasian, 23% African American, and 3% Hispanic/other. The student population is slightly more diverse with 69% Caucasian, 23% African American and 8% Hispanic/others. The largest employers in the county are the Monroe County School District, the Georgia Department of Corrections, and Georgia Power Company/Plant Scherer. Monroe County spans more than 395 square miles and includes the cities of Forsyth and Culloden, as well as the communities of Bolingbroke, High Falls, Juliette, and Smarr.

Monroe County is a vibrant community with a combination of residential, commercial, industrial, governmental and service industries. It is a growing area, which can be challenging for the community and schools. According to the U.S. Census results, Monroe County experienced 22% growth over the past twenty years. In the first week of January 2022, there were 319 homes for sale according to realtor.com. Despite the growth, Monroe County struggles with infrastructure, with only 77% of households reporting broadband internet access. To address this need, Monroe County Schools joined a partnership with the county and Central Georgia EMC to bring high-speed, fiber internet to the community. The first phase of the internet expansion is underway and expects to take roughly two years to complete. In addition to the growth, Monroe County has also seen a shift from an agricultural community to a manufacturing area with Georgia Power being one of the largest employers in the area.



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.