

**CLOSING DATE EXTENDED**

# ANNOUNCING SUPERINTENDENT SEARCH



**LEE COUNTY**  
SCHOOL SYSTEM

## Lee County Schools Leesburg, Georgia

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



### The School System

Lee County Schools have a long tradition of excellence in education. The school system is the focal point of our community. Lee County School System is the largest employer in our community with over 900 employees. Lee County Schools enjoy strong support from a dedicated Board of Education, committed parents and an invested business community. When families move into the area, they are often encouraged to enroll in Lee County Schools. The Lee County Board of Education was established in 1870. In the last 148 years, there have been only 9 school superintendents.

**Top 15 in CCRPI | Top 10 school climate | Top 10 in financial efficiency  
COGNIA accredited | Above state-level graduation rate**



**Number of Schools:**  
Primary: 2  
Elementary: 2  
Middle: 2  
Ninth Grade Campus: 1  
High: 1  
Programs: 2



**Staff:**  
Certified: 503  
Classified: 954



**District Budget:**  
\$98.7 million



**District Enrollment:**  
6,333

# 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 (E.D.'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](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 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 Lee 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 developing a shared understanding of and commitment to mission, vision and core values within the district, its schools and the community.
- Acts ethically and professionally in personal conduct, relationships with others, decision-making, stewardship of district resources, and all aspects of district leadership.
- Ensures that each student has equitable access to effective teachers, learning opportunities, academic and social support, and other resources necessary for success.
- Maintains a presence in the community to understand its strengths and needs; develop productive relationships and engages system for the betterment of the community.
- Institutes, manages and monitors operations and administrative systems that promote the mission and vision of the district.
- Develops workplace conditions that promote effective professional growth for educators and staff and student learning.
- A documented history of developing procedures for assessing the curriculum, and implementing the use of research-based instructional strategies.
- Creates and sustains an environment in which each student is known, accepted, valued, trusted, respected, cared for, and encouraged to be an active, responsible member of the school, district, and community. Seeks to make the district and each school within the district more effective for each student, educators and staff, families and the community.
- 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, 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.
- 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, recognizes student strengths, and is differentiated and personalized.
- Evidence of a high level of effectiveness in the following personal qualities: *Communications, Conflict Management, Customer Focus, Motivation and Responsiveness*

# THE BOARD OF EDUCATION

The Lee County Board of Education consists of five members:

- Mrs. Claire Lang - Chair, serving since 2013
- Mrs. Donna Ford - Vice Chair, serving since 2019
  - Dr. Trey Newell, serving since 2019
  - Mr. Jamie McDowell, serving since 2021
  - Mrs. Fran Walls, serving since 2022



## APPLICATION PROCESS

Applicants should not contact the Lee 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 June 11, 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.

## **2021-2026 Strategic Plan Goals**

### Student Achievement with Equity & Access

- Increase equity & access for all learners
- Increase student mastery of curriculum
- Increase student college & career readiness

### Positive Culture & Climate

- Foster positive morale & learning/working environment for all stakeholders
- Establish procedures for consistent use of social & emotional resources



### Staff Learning & Growth

- Develop & refine instructional practices to increase teacher effectiveness
- Increase recruiting & retention of quality teachers and staff
- Foster staff leadership practices

### Stakeholder Involvement & Communication

- Expand opportunities for parental involvement at all schools
- Foster community partnerships to enhance student learning
- Utilize various forms of communication to promote effective relationships within schools & with stakeholders

### Organizational Growth & Diversity

- Improve technology access for all students
- Develop & implement effective & efficient operational practices
- Ensure safe & effective environments for students & staff

## THE COMMUNITY

Life works well here!

Lee County is a growing community with a small-town feel- known for warm hospitality, strong schools, and a family focused quality of life. Lee County is located in the heart of Southwest Georgia. We like to say, "Life works well here!" We have two small towns including the county seat, Leesburg and Smithville both located on US Highway 19. The northern part of the county is primarily rural while the southern part of the county is suburban. Lee County is a bedroom community. Most of our residents work in Albany at businesses such as Marine Corps Logistics Base, Miller Brewing, Procter & Gamble, Master-Foods, Phoebe Putney and Thrush Aerospace. The majority of the population resides in the southern part of the county. Nearly ninety percent of county land is agricultural. Lee County has about 30,000 residents. Lee County is one of the most affluent counties in southwest Georgia.



### **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.