



ANNOUNCING SUPERINTENDENT SEARCH

Glascock County School System Gibson, Georgia

The Glascock County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through March 17, 2024 at 11:59 p.m. EST. See the [application process](#) below for more information.

THE SCHOOL SYSTEM

Welcome to Glascock County Schools!

Glascock County Schools is guided by its mission to provide an environment which promotes learning as a lifelong process and enables each child to be a confident, educated, self-directed, positive member of an ever-changing global society. The primary goal of this school system is to elevate student achievement across a spectrum of academic disciplines, underscoring a commitment to academic excellence and a well-rounded education. The system is also driven by its dedication to advancing technology utilization and literacy, aiming to equip both teachers and students with the skills necessary to thrive in a technologically driven world.

Glascock County Schools are unique in that they house two schools within a single facility: Glascock County Elementary School and Glascock County Middle/High School. This integrated structure allows for a comprehensive educational journey, facilitating a seamless transition for students from elementary to middle and high school.



Number of Schools:
Elementary: 1
Middle/High: 1



District Enrollment:
567



Staff:
Professional: 53
Classified: 56



District Budget:
\$9,296,637

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:

Applicant must hold or be eligible for the Renewable Professional Standard or Performance-Based Tier II Certification in Educational Leadership or be eligible for a professional superintendent Permit issued by the Georgia Professional Standards Commission. 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.

- 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 Glascock County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- Has a combination of professional expertise achieved through service in roles of increased responsibility over time.
- 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.
- Aligns and focuses systems of curriculum, instruction and assessment within and across grade levels to promote student academic success, love of learning, the identities and habits of learners, and healthy sense of self.
- Promotes the academic success and well-being of every student by striving for equity of educational opportunity and culturally responsive practices.
- A demonstrated ability to foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators.
- Evidence of the ability to promote the success of all students by ensuring, supporting, managing and overseeing the district's organization, management of personnel, facilities, transportation, nutrition, technology and budgeting facets of district operations.
- Willingness to establish residence within the district and a desire to blend naturally with the community and become an integral part of the community.

Additional Preferred Criteria:

- Documented evidence of experience in the Southeast Region of the United States with experience in Georgia.
- A demonstrated ability to collaborate and communicate effectively with faculty and community members, responds to diverse community interests and needs and mobilizes community resources.
- Understands the team governance model and has the ability to provide leadership for the Board to aid their understanding of this model and the separation of authority of the board and the superintendent.
- Evidence of a high level of effectiveness in the following personal qualities: Personal Ethics and Values, Personal Responsibility, Conflict Management and Decision Making.

SALARY AND BENEFITS

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

THE BOARD OF EDUCATION

The Glascock County Board of Education consists of five members:

- Michael Gilmer, Chairman - 23 years of service
- John F. Raley, Vice-Chairman - 21 years of service
- James Stephens, At-Large - 11 years of service
- Whitney L. Jones, Mitchell District - 5 years of service
- Mitchell L. Raley, Edgehill District - 6 years of service

APPLICATION PROCESS

Applicants should not contact the Glascock 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 March 17, 2024.

Do not mail any materials to GSBA or the school district. Any documents should be uploaded in the spaces provided in the online application.

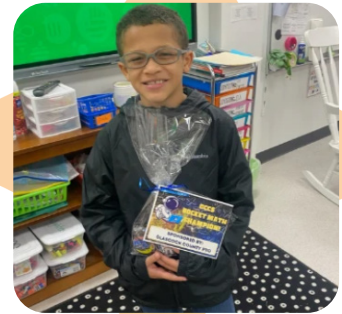
This includes:

- 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

Explore Glascock County, a charming rural haven situated 45 miles southwest of Augusta in east-central Georgia. Bounded by the Ogeechee River to the west and Rocky Comfort Creek to the east, the 144 sq. miles feature rolling hills, lush forests, and fertile crop lands. The county's economy thrives on timber, kaolin, cotton, peanuts, and expansive pastures supporting livestock. Residents revel in the tranquility of our close-knit community, benefit from an outstanding school system, and have abundant opportunities for outdoor recreation. Welcome to the heart of rural Georgia, where the beauty of nature harmonizes with a vibrant, connected community.



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.