

ANNOUNCING THE VACANCY OF TWIGGS COUNTY SUPERINTENDENT OF SCHOOLS

The Twigg County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **December 13, 2020**. See [Application Process](#) for more details.

The School System

System Enrollment: 725

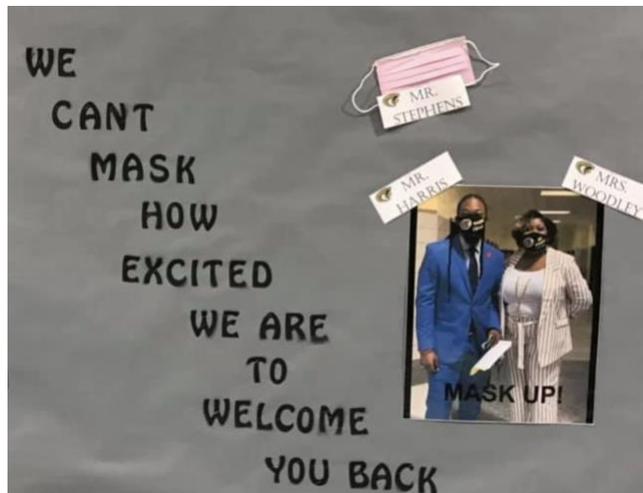
Number of Schools: 3

Elementary	1
Middle	1
High	1
Pre-K and Alternative	

System Budget: \$9.5 million

Staff:

Certified:	65
Classified:	71



The mission of Twigg County Public Schools is to inspire, challenge and prepare all students to compete globally. Their Vision: **Generating Excellence: One Team...One Goal!**

System Highlights –

- Small District: One elementary, middle and high school averaging 1,000 students.
- Daily Planning Period
- Small Class Size: <25 students per class
- Quality, job-embedded professional development
- New Teachers Mentor Program
- Academic/Instructional coaching
- Commitment to Technology: District 1:1 technology, mobile labs, Interactive SMART boards in every classroom, etc.
- After-school program – all grades
- Excellent extra-curricular programs

For more information, visit the [Twigg County Schools](#) 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.
- 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 Twiggs County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- 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.

Preferred Criteria:

- Possession of an Ed. S. or a Ph.D.
- Documented evidence of experience in the Southeast Region of the United States (AL, District of Columbia, FL, GA, KY, MD, MS, NC, SC, LA, TN, VA, W.VA).
- Willingness to establish residence within a 50 mile radius of Twiggs County.
- Has a combination of professional expertise achieved through service in roles of increased responsibility over time.
- Possesses evidence of support for a district's mission by identifying, articulating and planning to meet the needs of all students, staff and other stakeholders.
- Ensures that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students and are personalized to accommodate diverse learning styles, needs, interests and levels of readiness.
- A demonstrated ability to foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators.
- A demonstrated ability to collaborate and communicate effectively with faculty and community members, responds to diverse community interests and needs and mobilizes community resources.
- A demonstrated ability to promote the success and well-being of all students by adhering to local, state and federal laws and mandates, board of education policies and ethical guidelines.
- 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.

- An awareness of new developments in education and the motivation to read widely and keep current on educational programs and practices.
- Evidence of a high level of effectiveness in the following personal qualities: *Creativity, Awareness of Future Ready Educational Practices, Judgement, Time Management, Conflict Management, Customer Focus, Organizational Ability and Values.*

Salary and Benefits

A negotiated compensation arrangement with a mix of salary and benefits. Great benefits package— retirement, medical, dental, and vision; 10 sick days and 3 personal days per year.



The Board of Education

The Twiggs County Board of Education consists of four members currently with one open seat:

- **Isiah Rouse**, *Presiding Board Chair - 4 years of service*
- **Teresa Blackshear** - *11 years of service*
- **Shirley Stokes** - *15 years of service*
- **Jacquez Harris**- *2 years of service*

Application Process

Applicants should not contact the Twiggs 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 11:59 p.m. EST on December 13, 2020.

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

Located just south of Macon, Twiggs County offers its residents the best of southern living and small town charm. Residents have access to the finest restaurants, theaters, museums, shopping malls, recreation and fitness centers and nightlife entertainment. Many of these activities and amenities may be enjoyed in the sprawling suburban counties of metro Macon, the booming metropolis of the south. Few counties in Georgia offer residents the geographical advantages of Twiggs County. Its proximity to major interstate highways makes Twiggs convenient for people on the go. But when it is time to wind down, residents enjoy the tranquility offered by life at a comforting pace. These distinctive characteristics along with affordable housing, make it is easy to see why Twiggs County is **a great place to live**.

In addition to being an excellent place to call home, Twiggs County schools offer educational opportunities that are second to none. They strive to keep only the best trained, most-capable teachers in our classrooms. They recruit from all over the Southeast and our recruitment program includes visits to more to more than 50 colleges and universities. Many of our teachers become established community leaders, earn the distinction of being experts in a specialty field, and garner numerous achievement awards. The finest teachers are attracted to our system by the beauty of the schools and facilities coupled with our outstanding professional learning and development programs. Excellent teachers receive considerable support through staff development opportunities like the teacher induction and mentor programs.



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.