ANNOUNCING THE VACANCY OF
GLYNN COUNTY SUPERINTENDENT OF SCHOOLS

The Glynn County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through March 1, 2020. See Application Process for more details.

The School System

System Enrollment: 13,242

Number of Schools:
Elementary 10
Middle 4
High 2
Other 6
- Golden Isles Career Academy
- Glynn Learning Center-Alternative Education
- Pre-Kindergarten Center
- Special Education Pre-Kindergarten Center
- Morningstar-Residential Treatment Services Center
- Coastal Plains Education Charter High School

Staff: 1,995
Professional: 1,131
Classified: 864

System Budget: $216,137,400

Originally chartered in 1788, today the Glynn County School System has over 13,000 students in grades prekindergarten through 12, making it the largest public education system in southeast Georgia. The county’s students enjoy the support of engaged parents, an active business community, dedicated school administrators and a board of education that earned “Distinguished Board” status in 2018 followed by “Exemplary Board” status in 2019 from the Georgia School Boards Association. The vision of the school system is to create 21st century learning environments that offer opportunities for all students to pursue higher education and develop skills that meet workforce needs while producing informed, conscientious and productive citizens who give back to their community.
Evidence of Success –

- The Class of 2019 graduation rate was 92.75 percentage points.
- All schools are fully accredited by Cognia (AdvancEd). The system was reaccredited in 2019 with positive feedback highlighting a strong, visionary and effective leadership team committed to continuous improvement.
- The high schools offer numerous Advanced Placement® courses with rigorous college-level curriculums.
- The Glynn County School System’s Golden Isles Career Academy is a public charter school that provides high school credit and dual enrollment opportunities through a partnership with Coastal Pines Technical College.
- There are opportunities to earn college credit through dual enrollment courses at the College of Coastal Georgia and Coastal Pines Technical College in Brunswick.
- Community Involvement includes a strong Communities in Schools partnership to provide support services for at-risk students with the goal of empowering them to stay in school, graduate and achieve in life. There is also a partnership with Gulfstream that offers a Student Leadership Program designed to equip students with tangible skills to help them explore their options beyond the classroom.
- The school district has benefited from three ESPLOST efforts that have enabled the district to build and renovate facilities with outstanding results.
- Glynn County’s 3rd-8th grade students exceeded state results in ELA, Science, and Social Studies on the Department of Education’s Georgia Milestones Assessment System in 2019. The same is true for grades 3-6 and grade 8 for Math.
- All Glynn County End-of Course results for Spring 2019 were above the state scores in each of the 8 areas assessed locally.
- The system score on the state CCRPI measure rose to 83.7 in 2019 and is comprised of district scores for elementary of 85.7, middle 77.3, and high school 85.8.
- Local schools are “going green” with healthy menu items. The school system’s culinary workers try to have at least 20% of menu items to be locally sourced products or from “Georgia Grown” certified producers.
- The district applied for and received the governance model status of a Strategic Waivers School System (SWSS). Under contract with the state board of education, the system receives flexibility in the form of waivers of certain state laws, rules and guidelines in exchange for greater accountability for student performance.
- Results of the 2019 Beating the Odds calculations revealed 15 of the district’s 16 schools were Beating the Odds or within the expected range when reviewed for meeting goals on the SWSS contract.
- Glynn County’s investment in the nationally recognized intervention programs to address the needs of struggling learners from Houghton Mifflin, previously known as Scholastic, has been a success. Read 180 and System 44 programs are implemented across 15 of the 16 schools with student growth as an indicator of success.
- The system has schools recognized for their solid implementation of PBIS which contributes, in part, to the school climate star ratings. Four schools in Glynn have a Star rating of 5 in 2019, followed strongly by nine schools with a 4 and the remaining three sites earning a rating of 3.
- Five out of the nine elementary schools served through Title I were recognized in 2019 as distinguished or exemplary by GaDOE.
- Development of a system strategic plan aligned with the Vision Project that is actively implemented and monitored.

For more information, visit the Glynn 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 Renewable Professional Standard or Performance-Based Tier II Certificate 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 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 Glynn County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- A documented history of successful experience achieved through a combination of professional expertise attained through service in roles of increased responsibility over time.
- The ability to set a widely-shared vision, target a mission for learning and foster a positive climate of mutual trust and respect among faculty, staff and administrators.
- Documented history of developing procedures for assessing the appropriateness of the curriculum and implementing the use of research-based instructional strategies.
- Evidence of a global understanding of the management of facilities, transportation, nutrition, technology, Human Resources and budgeting facets of district operations.
- A demonstrated ability to collaborate with faculty and community members, respond to diverse community interests and needs and mobilize community resources.
- A demonstrated knowledge of local, state and federal laws and mandates, board of education policies and ethical guidelines.
- Evidence of the ability to provide leadership for the Board of Education to aid their understanding of the “team governance model” and the separation of authority of the board and superintendent.
- Evidence of a high level of effectiveness in the following personal qualities: Values, Judgment, a Fit for the Position/Community, Customer Focus, Responsiveness, and Organizational Ability
- A willingness to reside in Glynn County.

Preferred:

- Possession of a doctorate
- Documented history of outstanding experience as a superintendent in a Georgia public school district.

Salary and Benefits

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

The Glynn County Board of Education consists of seven members:

- **Marcus Edgy**, Board Chair – 3 years of service
- **Eaddy Sams**, Vice Chair – 2 years of service
- **Linda Bobbitt** – 3 years of service
- **Mike Hulsey** – 15 years of service
- **John Madala** – 11 years of service
- **Jerry Mancil** – 11 years of service
- **Dr. Hank Yeargan** – 9 years of service

Application Process

Applicants should not contact the Glynn 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 March 1, 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

Glynn County is one of the original eight counties created by the constitution in 1777. The county recognizes John Glynn, a member of the British House of Commons who defended the cause of the American Colonies before the American Revolution. Brunswick, the county seat, is located approximately halfway between Savannah, GA and Jacksonville FL. In addition to the city of Brunswick, there are several barrier islands known as the Golden Isles, each with their own identity. In addition to the natural beauty, the area has a diverse economic mix and one of the busiest ports along the eastern seaboard. There are many opportunities for shopping, restaurants and large amounts of undisturbed coastal marshes, rivers and streams.

Visit the **Golden Isles Official Visitor Guide** to learn more.

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.