

- Successful experience as a superintendent is important, but not mandatory
 - Experience as a school principal and as a classroom teacher is important, but not mandatory
- The Board is especially interested in applicants who:
- Demonstrate high moral and ethical standards; a role model
 - Are from anywhere in the United States
 - Have special expertise in the area of administration, successful experience and demonstrable skills as an leader in public schools, or in private business
 - Have a proven record of sound fiscal management; experienced and knowledgeable in budgeting and educational finance
 - Have a documented history of leadership in community organizations, other community affairs, as well as in professional organizations
 - Have a team-building approach to educational leadership, committed to fostering cooperative relations between the school district, the board of education, and community leaders and organizations.
 - Can demonstrate knowledge of and experience in strategic planning and goal setting with a history of accountability
 - Hold high expectations of students in the areas of academics, discipline and extracurricular involvement
 - Hold high expectations of personnel in the areas of leadership, professional conduct and support of the school system with the ability to motivate them
 - Are goal-oriented visionaries who, through good speaking, listening and writing skills, can articulate the vision; have successfully implemented innovative approaches to education and/or business

Salary and Benefits

Competitive compensation arrangement with a mix of salary and benefits.

Application Process

Applicants should not contact the Dougherty County Board of Education directly. All nominations,

letters of application, inquiries and copies of legal proof of administrative qualifications should be addressed to:

*Superintendent Search
Dougherty County School System
Georgia School Boards Association
5120 Sugarloaf Parkway
Lawrenceville, GA 30043*

Applicants can reach GSBA at (770) 962-2985, or (800) 226-1856. Information is also available on GSBA's website:

www.gsba.com/services/services_superintendent.asp.

To be considered, an applicant's file must be received in the Georgia School Boards Association's office no later than 4:30 p.m., or postmarked by midnight on November 24, 2009, and must contain:

- a formal letter of application indicating a desire to be considered a candidate
- a completed application
- a resume that lists three references
- a copy of college transcripts.

The Board of Education

The Dougherty County Board of Education consists of seven members:

- **David Maschke**, Chair – architect, nine years of service
- **Rev. James C. Bush**, Vice Chair – business owner, pastor, six years of service
- **Dr. Anita Williams-Brown** – retired school administrator, pastor, one year of service
- **Milton Griffin** – retired businessman, nine years of service
- **Velvet Riggins** – field executive, volunteer, one year of service
- **Emily Jean McAfee** – volunteer, ten years of service
- **Michael Windom** – realtor, retired business manager, fifteen years of service

Notice of Disclosure: Under Georgia's Open Records Law, names and information with respect to as many as three persons under consideration must be released by the Board of Education. Applicants also are subject to financial and criminal background checks, and must verify and document experiences.

Dougherty County



Announcing the Position of Superintendent of Schools



Dougherty County School System
Albany, Georgia

Invitation to Apply

The Dougherty County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through November 24, 2009.

Timeline

Deadline for receipt of nominations –
November 14, 2009

Deadline for receipt of applications –
November 24, 2009

New Superintendent appointed –
Board Decision

New Superintendent assumes office –
Negotiable

Facts and Figures

System Enrollment – 16,234

Number of Schools –

Elementary:	16
Middle:	6
High:	4
Alternative:	1
Early College Program:	1

System Budget –

General Fund:	\$124,197,378
Consolidated:	\$200,057,012

Staff –

Professional:	1,283
Classified:	995

The Community

Dougherty County, located in southwest Georgia on the Flint River, is 180 miles south of Atlanta and 100 miles north of Tallahassee, Florida. Albany, the county seat, is the retail, health care, industrial, educational, and entertainment hub of southwest Georgia. The Southwest Georgia Regional Airport provides connector service to all major domestic and international airlines.

Two major hospitals offer top-of-the-line services for virtually every medical specialty.

Albany offers numerous art and cultural events through its arts council, museum of art, theater, ballet theater, concert association, and symphony orchestra – there is something for everyone. Albany is home to the Thronateeska Heritage Museum that houses the Science Discovery Center and the Weatherbee Planetarium, the nation's first high-definition dome. These educational resources, along with the Flint Riverquarium, provide a wide variety of curriculum-enrichment opportunities close to home.

With a warm, sunny climate, Dougherty offers many outdoor activities. The Parks at Chehaw have over 800 acres of park space with playgrounds, picnic areas, nature trails, camping, boating and more, including the Chehaw Wild Animal Park.

For those seeking higher education, the nearby choices include Albany State University, Albany Technical College, Darton College, LaGrange College, and Troy State University.

The School System

The mission of the Dougherty County School System is to create a stimulating climate in which all students will pursue excellence, take responsibility for their lives, and contribute positively to their families, schools, society, environment, and the global community. Improving student achievement and increasing the graduation rate are important goals.

Highlights of the system include:

- Accreditation of all schools by the Southern Association of Colleges and Schools (SACS) and the designation of "Accredited with Quality" by the Georgia Accrediting Commission (GAC)
- 23 of the system's 26 schools meeting Adequate Yearly Progress (AYP) for 2009 and 16 schools achieving AYP for three or more years
- An increase of 22.7 percent in the system's graduation rate since 2002

- An expanded graduation coach program for middle and high schools
- A dual-enrollment program with Albany State University that offers eligible 7th-12th grade students the opportunity to earn up to two years of college credit
- Five schools named *No Excuses Schools* by the Georgia Public Policy Foundation
- Ninth grade academies
- Martin Luther King, Jr. Elementary winning the Georgia Department of Education's Top Ten Award for most improvement shown in writing for grade 5
- Southside Middle School named a National Distinguished School
- Alice Coachman Elementary nominated as a National Blue Ribbon School
- 2009 State Champions in AAA Men's and Women's Track and Field
- The community supporting SPLOST initiatives that provided expansions and renovations at various schools within the county
- Strong parent and community support with over 150 Partners In Excellence

To learn more, please visit the system's website at <http://www.docoschools.org/>

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:

- It is mandatory that applicants possess or be eligible for the L-6 or higher level certification. (Eligibility information is available from the Division of Certification, Professional Standards Commission, Two Peachtree Street, Suite 6000, Atlanta, GA 30303; 404/232-2500 or www.gapsc.com.)