



ANNOUNCING SUPERINTENDENT SEARCH

Newton County Schools | Covington, Georgia

The Newton County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through May 21, 2023 at 11:59 p.m. EST. See the [application process](#) below for more information.

The School System

Mission: Our mission is to provide educational excellence to ALL students.

VISION: Our vision is that all students will be well-rounded and prepared for the future.



Number of Schools:

- Elementary: 13
- Middle: 5
- High: 3
- Other

K-8 Theme School: 1

College & Career Academy: 1

Alternative Program: 1

Online Self-Paced Virtual Program: 1



Staff:

- Professional: 1,416
- Classified: 1,108



District Budget:

\$201,860,715 million



District Enrollment:

18,714



- The Class of 2022 earned more than \$75,000,000 in academic, athletic, and fine arts scholarships.
- The Class of 2022 posted the highest graduation rate since the state began calculating the cohort graduation rate...92%.
- Very active district-wide PBIS program.
- L4GA Grant Recipient
- Community partnerships with early learning centers
- Reading Partnership with retired Atlanta Braves and Atlanta Falcons star, Brian Jordan.
- Current Teacher of the Year named a finalist for Georgia Teacher of the Year.
- NCCA STEM Institute named a 2022-223 STEM School of Excellence by the International Technology and Engineering Educators Association
- NCCA team was the VEX Robotics State Champions
- School System recognized by Georgia School Board Association with a Leading-Edge Award for work regarding Professional Learning Communities as well as a Leading-Edge Award for our Customer Service Initiative.
- GSBA Video Contest Winners
- The NCSS Public Relations Department earned 30 State Awards and 25 National Awards for work on publications, videos, social media, and writing.
- National-award winning Procurement Department.
- Home of the NCSS Book Bus which has delivered thousands of free books to children of all ages in Newton County.
- 42 NCSS middle and high school students won awards at the Regional Science and Engineering Fair.
- All Three High Schools Named AP Honor Schools
- District holds “No Place for Hate” designation and we remain among only a few systems in the entire Southeastern region to have this designation.
- Liberty Middle School FCCLA Named Georgia Chapter of the Year
- Multiple Students Selected for All-State Band and All State Chorus
- Board of Education Recognized by the Georgia School Boards Association as a Quality School Board.
- District offers excellent programs, including CTAE, MCJROTC, English Language Learners, and an After School Academy Program
- Opened a new replacement Eastside High School in 2023
- Excellent Partners in Education Program and Education Foundation
- Winners of Congressional App Contest and Congressional Art Contests

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 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 Newton County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- A proven leader with a combination of professional expertise 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.
- Demonstrates the ability to model and pursue the district's current mission, vision and core values in all aspects of leadership.
- Acts ethically and according to professional norms to promote each student's academic success and well-being.
- Addresses matters of equity and cultural responsiveness in all aspects of leadership.
- Possesses strong instructional foundation and demonstrated ability to apply knowledge of current research-based practices in teaching and learning, instructional administration, techniques and programs that enhance instructional capacity and maximizes student learning.
- Builds and maintains a safe, caring, and healthy educational environment that meets the academic, social, emotional, and physical needs of each student.
- Recruits, hires, supports, develops, and retains effective and caring educators and other professional and support staff; forms them into effectively performing faculty and staff.
- Develops workplace conditions for educators and staff that promote effective professional growth and student learning.
- Creates and sustains positive, collaborative, and productive relationships with families and the community at-large for the benefit of students.
- Understands and manages governance processes and internal and external politics associated with achieving the district's mission and vision.

Preferred Criteria:

- Develops technically appropriate systems of data collection, management, analysis, and use, connecting as needed to the district office and external partners for support in planning, implementation, monitoring, feedback and evaluation.
- Possession of a terminal degree (Ed. D. or Ph.D.) and holds or is eligible for Georgia Leadership Certification at that level.
- Experience as an education leader in a similar district in the southeast region of the US.
- Will fit in with the culture and become an integral part of the community.
- Evidence of a high level of effectiveness in the following personal qualities: *Communication, Personal Ethics and Values, Decision Making, Customer Focus, Delegation, Visionary*

THE BOARD OF EDUCATION

The Newton County Board of Education consists of five members:

- Shakila Henderson-Baker - Chair, 12 years of service
- Abigail Coggin - Vice Chair, 12 years of service
 - Trey Bailey - 7 years of service
 - Eddie Johnson - 14 years of service
 - Anderson Bailey - 2 years of service



APPLICATION PROCESS

Applicants should not contact the Newton 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 May 21, 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.

THE COMMUNITY

Covington, GA is the county seat of Newton County, 35 miles east of Atlanta and 120 miles west of Augusta on Interstate 20. The county is proud of its heritage and its historic homes, churches, and buildings. There are four other municipalities: Oxford, boasting Oxford College and the original site of Emory University; Porterdale, a revitalized mill village; Mansfield and Newborn, with rich agricultural traditions. Newton County is one of the most popular filming locations in the state and has trademarked the name “Hollywood of the South.” It hosted regular filming of television series such as “Vampire Diaries” and attracts visitors annually from around the world.

There are many recreational choices to be enjoyed in the county, including a growing trail system and an award-winning parks and recreation department. Organized sports are available as well as golfing, camping, hiking, fishing, kayaking, boating, and horseback riding. A wide variety of artistic entertainment is also available. In addition, the community has a strong non-profit presence which allows for a large number of volunteer opportunities.



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.