



ANNOUNCING SUPERINTENDENT SEARCH

Mitchell County School System Camilla, Georgia

The Mitchell County School District is seeking an exceptional leader to serve as Superintendent. The successful candidate must have a passion and commitment to the academic success of all students and communication skills necessary to motivate and build support for the district's mission. The salary for the position is negotiable based on experience and demonstrated success. District residency is required; school and community engagement is essential. Applications will be accepted through September 24, 2023. See the application process below for more information.



THE SCHOOL SYSTEM

Welcome to Mitchell County Schools!

Mitchell County School System is in the southwest corner of the state in a very rural, agricultural community where all students qualify for free and reduced lunch. Current enrollment data indicates that demographics for the system are 7% Hispanic, 1% Multi-Racial, 83% Black, and 9% White. Faced with traditional school, a one-size-fits-all curriculum puts our already at-risk students in an impossible situation. Our focus is on ensuring that every child receives the opportunity to reach their personal and academic potential. Therefore, seamless transition opportunities are essential for successful student outcomes. Of the 97 graduating seniors in the Class of 2023, 72% participated in dual enrollment. To improve the academic rigor, the system pursued, and received, the Georgia College & Career Academy Grant, which officially established the regional Southwest Georgia (SOWEGA) College & Career Academy within Mitchell County High School.



Number of Schools:
Elementary: 2
Middle: 1
High: 1



District Enrollment:
1,276



Staff:
Professional: 160
Classified: 125



District Budget:
\$47.8 Million
(of which \$18.9 million is
for Facilities Acquisition
& Construction)

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 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 Mitchell 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 the ability to develop, advocate and enact a compelling shared mission, vision and core values of high-quality education and academic success and well-being of each student
- Leads ethically by example through strength of moral character and unquestioned integrity, by adhering to ethical principles and professional norms
- Promotes the academic success and well-being of every student by striving for equity of educational opportunity and culturally responsive practices
- Willingness to establish residence within the district and a desire to blend naturally with the community and become an integral part of the community
- A minimum of three years experience as a principal

Additional Preferred Criteria:

- Possession of an Ed.D. or a Ph.D.
- Documented evidence of experience in the Southeast Region of the United States
- 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
- Has experience with and/or played a direct role in developing or leading an educational entity where student achievement has been increased; knows what effective instructional practice looks like, can describe it, knows strategies for improving teaching and learning and the superintendent's role in contributing to this outcome
- 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
- 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: *Judgement, Creative Thinking, Conflict Management, Sensitivity and Communication*

SALARY AND BENEFITS

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

THE BOARD OF EDUCATION

The Mitchell County Board of Education is comprised of seven members:

- Barbara Reddick, Chair - twenty years of service
- Jewell Howard, Vice Chair - three years of service
- Patricia English - three years of service
- Terri Heard - less than one year of service
- William Murray - less than one year of service
- Kim Scott - three years of service
- Robert Williams - three years of service



APPLICATION PROCESS

Applicants should not contact the Mitchell 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. EDT on September 24, 2023.



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

Mitchell County lies on the east side of the Flint River in the heart of southwest Georgia and was originally a part of Baker County. Camilla is the county seat. Mitchell County has 514 square miles of beautiful countryside and quiet towns. Our county is within 30 miles of the cities of Thomasville, Albany, and Bainbridge, Georgia. It is located conveniently close to North Florida, South Alabama, and two state capitals, Tallahassee and Atlanta. With over 96,000 acres of farmland, Mitchell County ranks high among Georgia counties in agricultural production. Tyson is the largest employer and is currently working with the Mitchell County School District on developing the Mechatronics Program for students.



WHO ARE WE?

MCSS' Vision:

Mitchell County School System is "Soaring Towards Success while Building a Brighter Future" for all.

MCSS' Mission:

Pursuing excellence for every child in a safe, supportive, and equitable environment while preparing for college, career, and life.

MCSS' Strategic Goals:

1. Student Achievement & Success
2. Continuous Staff Learning & Growth
3. Inclusive Culture & Positive Climate
4. Effective Stakeholder Engagement
5. Organizational Effectiveness & Efficiency

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.