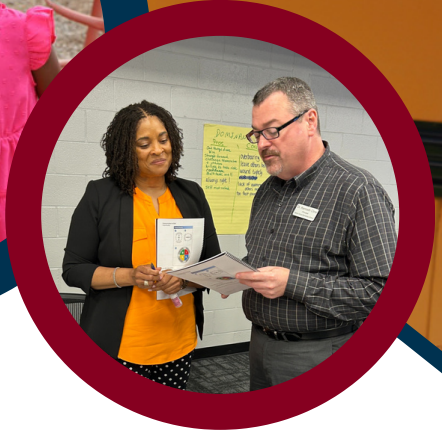


WALTON



ANNOUNCING SUPERINTENDENT SEARCH WALTON COUNTY SCHOOLS | MONROE, GA

The Walton County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through February 4, 2024 at 11:59 p.m. EST. See the application process below for more information.



Number of Schools

Elementary - 9
Middle - 3
High - 3



Employees

Certified: 1,093
Classified: 1,126



District Budget

\$165 million
18.083 millage rate



District Enrollment

14,726 students

The Walton County School District has an enrollment of approximately 14,700 students from various backgrounds. Over 42 languages are spoken, and 5% of students are English language learners. The overall student population is 13% Hispanic, 2% Asian, 25% Black or African American, 55% White, and 5% Multiracial. Thirteen percent of students are identified as having a disability, and approximately 58% are currently eligible for free or reduced price meals.

WCSD has a graduation rate of 92.2%, and its students continually meet or exceed the state of Georgia in nearly all tested grade levels and subjects on Georgia Milestones.

With a current millage rate of 18.083 mills, the FY24 budget includes the lowest millage rate since 2003-04 and the largest mill reduction in at least 30 years. The Board has lowered the millage rate nine out of the last 10 years while maintaining top staff pay in the area.

The Walton County School District is the largest employer in Walton County. The *Atlanta Journal-Constitution* awarded WCSD a Top Workplaces 2023 honor. Only 175 companies were recognized, which included Fortune 500 giants.



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.
- 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 Walton 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 mission, vision, and beliefs in all aspects of leadership.
- Acts ethically and professionally in personal conduct, relationships with others, decision-making, stewardship of district resources, and all aspects of district leadership.
- Leads with interpersonal and communication skills, social-emotional insight, and understanding of all students' and staff members' backgrounds and cultures.
- Evidence of knowledge of best practices in curriculum, instruction, assessment, and climate/culture.
- Ensures a purposeful, positive, and productive culture for the district by cultivating an inclusive, caring, and supportive district community that promotes the academic success and well-being 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 educators' and staff members' professional knowledge, skills, and practice through differentiated opportunities for learning and growth guided by an understanding of professional and adult learning and development.
- Engages in regular and open two-way communication with families and the community about relevant district needs.
- Seeks, acquires, and manages fiscal and other resources to support curriculum, instruction, assessment, and the needs of the student learning community.
- Uses continuous improvement methods to achieve the vision, fulfill the mission, and promote the district's beliefs.

Preferred:

- 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, Judgment, Personal Ethics and Values, Customer Focus, Decision-Making, and Conflict Management.*

BOARD OF EDUCATION

The Walton County Board of Education consists of seven members. The unified leadership of the Board is vital to the district's success. Having been recognized as an Exemplary School Board by GSBA eight times since 2015, WCSD board members operate at the highest governance level. The Board is a two-time finalist for GSBA's Governance Team of the Year Award and a five-time Leading Edge Award recipient. The Board epitomizes effective and ethical governance, consistently demonstrating the very best in school system governance. Their actions consistently reflect their understanding of their pivotal role in strengthening the district and serving the community. Their policies and practices are designed to select and support the Superintendent, uphold the principles of policy governance, and exercise good stewardship of financial resources, all with an unwavering focus on what is most beneficial for the students of Walton County and the community they call home.



Members of the Board - Years of Service

Angenette Brooks (District 1) - 1 year | **Karen Brown** (District 2) - 5 years
Chris Kimbro (District 3) - 7 months | **Coleman Landers** (District 4) - 19 years
Tom Gibson (District 5) - 12 years | **John Jessup** (District 6) - 5 years
David Breedlove (District 7) - 16 years

APPLICATION PROCESS



Applicants should not contact the Walton 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 February 4, 2024 at 11:59 p.m. EST.

Please do not mail any materials to GSBA or the school district. All 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 & BENEFITS

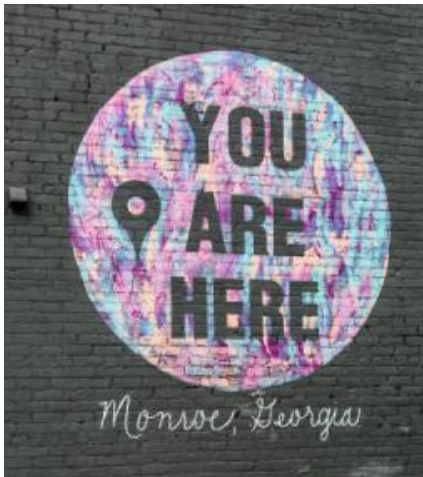
The Walton County Board of Education will offer a negotiated compensation arrangement with a mix of salary and benefits.

THE COMMUNITY

Walton County is located 45 miles east of Atlanta and 23 miles west of Athens and has a population of 103,065. The towns that make up Walton County include Between, Good Hope, Jersey, Loganville, Monroe, Social Circle, and Walnut Grove. The county seat is Monroe.

Walton County provides a lifestyle one can easily embrace: friendly, nurturing, and relaxed. With plenty of land and affordable housing, there is room for families to spread out and grow and an easy pace that is in direct contrast to the rush and bustle of the city.

In Walton County, you'll find a small-town atmosphere with plenty of amenities. Even with a more leisurely pace, Walton County residents enjoy a rich community life, shopping, dining, and entertainment.



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.