



The Henry County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through May 12, 2024 at 11:59 p.m. EST. See the [application process](#) below for more information.

ANNOUNCING SUPERINTENDENT SEARCH

Henry County School System McDonough, Georgia



THE SCHOOL SYSTEM

Welcome to Henry County Schools!

Henry County Schools (HCS) is a vibrant and growing school district situated around 30 miles south of Atlanta. Over the past 20 years, the student population at HCS has nearly doubled – from 21,000 to nearly 44,000 students – reflecting the county’s tremendous population growth from 113,000 to more than 244,000 residents. Committed to delivering an exceptional education and providing access, opportunities, and outcomes for all students, HCS is positioned to support the county’s economic boom, which is attracting a wave of new residents, businesses, and significant investment, by empowering the leaders of tomorrow for success in a global society.

For more information, visit the [Henry County Schools](#) website.



District Budget:
\$712.2 million
General fund budget:
\$510.1 million



Staff:
Certified: 3,352
Classified: 2,243



Number of Schools:
Elementary: 28
Middle: 11
High: 10



District Enrollment:
42,466

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 Henry 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 leadership experience gained in settings of similar demographics through a combination of professional expertise achieved by service in roles of increased responsibility over time.
- Demonstrates leadership in reviewing the district's mission and vision and making needed adjustments to address changing expectations and opportunities for the district and the changing needs and situations of its students.
- Models leadership as evidenced by acting with integrity and fairness, showing attention to detail, providing timely responses to constituent concerns and showing respect for dissenting perspectives while adhering to ethical guidelines.
- Addresses matters of equity and cultural responsiveness in all aspects of leadership.
- Understands instructional leadership and has demonstrated ability to apply knowledge of current research-based best practices in teaching and learning, curriculum, instructional administration, and assessment in a manner that promotes each student's academic success and well-being.
- Builds and maintains a safe, caring, and healthy educational environment that meets the academic, social, emotional, and physical needs of each student.
- Develops educators and staff members' professional knowledge, skills, and practice through differentiated opportunities for learning and growth guided by understanding of professional and adult learning and development.
- Develops workplace conditions for educators and staff that promote effective professional growth and student learning.
- Ability to build trusting and respectful relationships and ensure robust connections to the external community and all stakeholders to maximize student achievement.
- Fosters the success of all students by ensuring, supporting, managing and overseeing the district's organization, operation and use of resources.
- Understands and facilitates Board governance team processes and internal/external politics associated with achieving the district's mission and vision.
- Adopts a systems perspective and promotes coherence among school improvement efforts and all aspects of district organization, programs and services.

Preferred:

- Possession of a terminal degree (Ed. D. or Ph.D.) and holds or is eligible for Georgia Leadership Certification at that level.
- Has a proven track record as an educational leader in Georgia and/or in a similar district in the southeast region of the US.
- Will embrace the culture and become an integral part of the community.
- Evidence of a high level of effectiveness in the following personal qualities: Visionary, Personal Ethics and Values, Personal Responsibility, Results Oriented, Collaboration, Motivation.

SALARY AND BENEFITS

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

THE BOARD OF EDUCATION

The Henry County Board of Education consists of five members:

- [Sophe Pope](#), Chair - five years of service
- [Annette Edwards](#), Vice Chair - nine years of service
- [Dr. Pam Nutt](#) - twenty-seven years of service
- [Holly Cobb](#) - seven years of service
- [Makenzie McDaniel](#) - three years of service



APPLICATION PROCESS

Applicants should not contact the Henry 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 12, 2024.



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

Henry County's economy is thriving, particularly in manufacturing and health care, with interest from major corporations, including nearly a dozen global companies with large operations in the county, as well as a robust small business scene. The Henry County Development Authority reports more than 8,500 new jobs created and \$2.1 billion invested over the last five years. This economic upswing not only creates job opportunities but also fosters the growth of the private sector, as evidenced by Henry County ranking seventh nationally for new businesses in 2022-2023. These factors coupled with a wealth of opportunities for shopping, dining, and recreation make Henry County a premier place to live, work, and learn in Metro Atlanta and throughout the state of Georgia.



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.