



ANNOUNCING SUPERINTENDENT SEARCH

Baldwin County Schools

Milledgeville, Georgia

The Baldwin County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **December 1, 2024 at 11:59 p.m. EST**. See the [application process](#) below for more information.



Number of Schools

Primary Schools - 2
Academy Schools - 2
Middle Schools - 1
High Schools - 1
Additional programs - 4



Employees

Certified staff - 404
Non-certified staff - 313
**70% of teaching staff holds a
Master's degree or higher.*



District Budget

\$58,348,596



District Enrollment

4600 students

The Baldwin County School District (BCSD) serves 4,600 students in Georgia's Lake Country and is located two hours southeast of Atlanta. As one of 49 charter systems in Georgia, BCSD operates under a contract with the state board of education, offering flexibility to pursue innovative strategies for student achievement. Local School Governance Teams, made up of parents, teachers, and business partners, help make key decisions for schools.

BCSD offers a rigorous curriculum to meet the needs of its diverse student population and comprehensive services to all children, including wraparound support services to families. The five-year strategic plan is focused on continuous school improvement. The district has also implemented a 1-to-1 technology initiative and an Early Learning Center. BCSD also provides opportunities for Career, Technical, and Agricultural Education (CTAE), as well as Advanced Placement, International Baccalaureate, and dual enrollment options with local colleges.

BCSD partners with Georgia College & State University (GCSU) for two key programs: the Early College Program for accelerated coursework and a Montessori Academy for children 6 weeks to five years old. BCSD is one of five districts in Georgia with a public Montessori program.

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

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 Baldwin County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- A strong track record of effective leadership in similar demographic environments, built through progressive roles that reflect increasing responsibility and expertise.
- Models and upholds the district's current mission, vision, and core values in all areas of leadership.
- Displays leadership by acting with integrity and fairness, demonstrating attention to detail, responding promptly to stakeholder concerns, and respecting differing opinions while upholding ethical standards.
- Ensures equity and cultural responsiveness are prioritized in all leadership practices.
- Possesses strong instructional leadership skills, with a demonstrated ability to implement research-based best practices in teaching, curriculum, instructional management, and assessment to foster each student's academic success and well-being.
- Creates and sustains an environment in which each student is known, accepted and valued, and encouraged to be an active and responsible member of the school and district community.
- Encourages professional development by offering tailored learning and growth opportunities for educators and staff, grounded in a deep understanding of adult learning principles.
- Promotes mutual accountability among educators and staff for each student's success and the effectiveness of schools and the district as a whole.
- Builds trusting, respectful relationships with the community and stakeholders, ensuring strong connections that help optimize student performance.
- Seeks, secures, and manages financial, physical, and other resources to support curriculum, instruction, assessment, student learning, professional development, and family and community engagement.
- Adopts a systems perspective and promotes coherence among school improvement efforts and all aspects of district organization, programs and services.

Additional Preferred Criteria:

- Possession of a terminal degree (Ed. D. or Ph.D.) and holds or is eligible for Georgia Leadership Certification at that level.
- Demonstrates a successful history of educational leadership in Georgia or in a comparable district within the southeastern United States.
- Committed to embracing the local culture and becoming an active, integral member of the community.
- Indicates a willingness to locate/reside in the district community.
- Evidence of a high level of effectiveness in the following personal qualities: Emotional Intelligence, Decision-making, Organizational Ability, Communication, Conflict Management, Results Oriented.

Salary and Benefits

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

The Board of Education

The Baldwin County Board of Education consists of five members:

- Ms. Shannon D. Hill, Board Chair, D2 (7 Board Service Years)
- Mr. Lyn Chandler, Board Vice-Chair, D3 (11 Board Service Years)
- Mr. Wes Cummings, Board Member, D5 (14 Board Service Years)
- Mr. John Jackson, Board Member, D4 (15 Board Service Years)
- Dr. Gloria Wicker, Board Member, D1 (14 Board Service Years)

The Board of Education has been recognized as the GSBA 2023 Governance Team of the Year and has received GSBA Exemplary Status, 8 Years, GSBA Leading Edge Award, 4 Years, and GSBA Beacon Award, 5 years.



Application Process

Applicants should not contact the Baldwin County Board of Education directly. Information, including the link to the online application, is available at GSBA's website: <https://gsba.com/superintendent-search/>. 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 **December 1, 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

Baldwin County is located in middle Georgia and includes the historic City of Milledgeville. It is home to approximately 43,635 residents. In 1803, the Georgia legislature called for the establishment and survey of a town to be named in honor of then-current governor, John Milledge (1758-1818), which resulted in the establishment of the city of Milledgeville. In December of 1804, Milledgeville was declared as the fourth state capital of Georgia and, in 1806, was incorporated as a town. In 1868, the capital was moved to its current home of Atlanta, Georgia.

A college town and former 19th-century capital of Georgia, Milledgeville is brimming with historic character, a charming downtown district, and outdoor adventure options for nature lovers of all ages. From boating to kayaking to jet skiing and fishing, visitors will find plenty to do along the nearby shores of Lake Sinclair and the Oconee River.

There are three institutions of higher learning in this beautiful area surrounding Lake Sinclair: Georgia Military College (GMC), Central Georgia Technical College (CGTC), and Georgia College & State University.



Mission and Vision

The **mission** of the Baldwin County School District, in collaboration with families and community, is to educate students who will graduate college and career-ready and become contributing members of our local and global communities.

The **vision** of BCSD is to empower students to achieve their maximum potential for lifelong success.

Strategic Plan

The BCSD Strategic Plan, created in partnership with Ford Next Generation Learning, the Milledgeville-Baldwin County Development Authority and the Technical College System of Georgia centers around three priorities and commitments:

- Student Achievement - Prepare every student for college and career success.
- School and Community Partnerships - Engage families, community members, and civic organizations as active partners.
- Recruiting and Retaining High Performing Staff - Recruit, develop and retain highly effective teachers and staff.



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.