



ANNOUNCING SUPERINTENDENT SEARCH

Morgan County Charter Schools

Madison, Georgia



The Morgan County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **December 8, 2024 at 11:59 p.m. EST**. See the [application process](#) below for more information.



Number of Schools

Primary Schools - 1
Elementary Schools - 1
Middle Schools - 1
High Schools - 1



Employees

Full-time employees - 520
Certified Staff - 306
Classified Staff - 214



District Budget

\$48 Million



District Enrollment

3,572 students

Morgan County Charter Schools (MCCS) in Madison, GA, serves approximately 3,500 students across four schools: one primary, one elementary, one middle, and one high school. With an annual budget of \$48 million, the district employs 520 full-time staff members, including 306 certified educators and administrators, along with 214 classified staff who ensure the smooth operation of our schools.

Anchored by Morgan County High School, a wall-to-wall college and career academy, MCCS offers exceptional educational experiences in key areas such as agriculture, healthcare, the arts, and engineering. Under the banner of ONE MORGAN: Learn, Lead, Thrive, our mission is to ensure that all students achieve success in their learning and personal development. We are committed to providing a system characterized by extensive community and parental involvement, quality resources, an exemplary staff, a safe and caring environment, and a challenging, personalized educational program that incorporates advanced technology. We strive to shape today's learners into tomorrow's leaders, empowering every student for a successful future.

For more information, visit the [Morgan County Charter 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. A 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.
- 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.
- 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 Morgan County Board of Education or employed as an administrator of the school district after July 1, 2009, as required by GA law.
- A willingness to reside or consider relocation to Morgan County to become a visible and engaged community member.
- Demonstrates leadership in modeling a shared understanding of and commitment to the mission, vision, and core values within the district, its schools, and the community.
- Places student success at the center of education and accepts responsibility for each student's academic success and well-being.
- Ensures that each student has equitable access to effective teachers, learning opportunities, academic and social support, and other resources necessary for success.
- Cultivates instructional practice that is intellectually challenging, authentic to student experiences, recognizes student strengths, and is differentiated and personalized.
- Creates and sustains an environment in which each student is known, accepted and valued, trusted and respected, cared for, and encouraged to be an active and responsible member of the school and district community.
- Recruits, hires, supports, develops, and retains effective and caring educators and other professional and support staff; forms them into effectively performing faculty and staff.
- Fosters workplace conditions for educators and staff that promote effective professional growth, collaboration, collegial feedback, and student learning.
- Maintains a presence in the community to understand its strengths and needs, develop productive relationships, and engage its resources for the district.
- Acts as a responsible, ethical, and accountable steward of the district's fiscal and physical resources, engaging effective budgeting and accounting practices to manage district assets with the goal of increased student achievement.
- Develops and promotes leadership among educators and staff for inquiry, experimentation, and innovation; and initiating and implementing improvement.

Additional Preferred Criteria:

- Possession of a terminal degree (EdD or PhD) and holds or is eligible for Georgia Leadership Certification at that level.
- Experience as an education leader in a similar district in the Southeastern region of the U. S., preferably in Georgia.
- Evidence of a high level of effectiveness in the following personal qualities: Communication, Personal Ethics and Values, Decision-Making, Organizational Abilities/Time Management, Conflict Management, Collaboration.

Salary and Benefits

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

The Board of Education

The Morgan County Board of Education consists of five members:



- Andrew Ainslie, III- Chair, 13 years (District IV)
- Cheryl Bland- Vice-Chair, 7 years (District I)
- Dr. Forest Pagett- 5 years (District V)
- Joe Slaughter- 3 years (District II)
- Brad Hawk- 3 years (District III)

Application Process

Applicants should not contact the Morgan 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 8, 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

Morgan County offers a perfect balance of small-town charm and easy access to major cities. Just an hour east of Atlanta, a little over an hour west of Augusta, and only 30 minutes south of Athens, this location provides the best of both worlds—serene countryside living with proximity to vibrant urban centers. With a population of approximately 20,000 residents, Morgan County is a close-knit community where families, educators, and students thrive. The school system is an integral part of the community, offering educators the opportunity to make a significant impact. Known for its historic architecture, strong academic programs, and commitment to student well-being, Morgan County Charter Schools is an ideal place for professionals seeking both personal and career growth. Whether you're looking for a supportive teaching environment or a community that feels like home, Morgan County is a welcoming place to live and work.



Morgan County, GA, is home to four charming cities, each offering its own unique appeal and contributing to the county's welcoming atmosphere: Madison, Rutledge, Bostwick, and Buckhead.

- **Madison** – Known for its stunning antebellum architecture and vibrant historic district, Madison is frequently recognized as one of the most beautiful small towns in America. It offers a blend of culture, history, and modern amenities, with boutique shopping, art galleries, and locally-owned restaurants. As the county seat, Madison serves as the hub for education, government, and community life.
- **Rutledge** – A quaint, picturesque town with a deep sense of community, Rutledge is known for its charming downtown square and proximity to Hard Labor Creek State Park. The park offers outdoor activities like hiking, camping, and golfing, making Rutledge a great place for nature lovers. Its small-town feel and friendly neighbors add to its appeal for those seeking a peaceful lifestyle.
- **Bostwick** – Famous for its annual Cotton Gin Festival, Bostwick is steeped in agricultural heritage. This small, tight-knit community offers a glimpse into Georgia's rural past while celebrating its traditions with lively events that draw visitors from around the region. It's a perfect spot for those who appreciate history and country living.
- **Buckhead** – Located near Lake Oconee, Buckhead is a hidden gem for those who enjoy outdoor recreation and lakeside activities. The town offers access to fishing, boating, and the natural beauty of the lake. With its relaxed pace of life and scenic surroundings, Buckhead provides a peaceful retreat for residents and visitors alike.

Together, these cities contribute to the rich character of Morgan County, making it a desirable place to live and work, especially for those seeking both professional opportunities in education and a high quality of life.

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.