



# Macon County Schools

Oglethorpe, Georgia



## Number of Schools

Elementary School - 1  
Middle School - 1  
High School - 1



## Employees

Full-time employees - 261  
Certified Staff - 103  
Classified Staff - 158



## District Budget

\$17 Million



## District Enrollment

1,066 students

# ANNOUNCING SUPERINTENDENT SEARCH



The Macon County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **April 13, 2025 at 11:59 p.m. EST**. See the [application process](#) below for more information.

Macon County School System (MCSS) in Oglethorpe, Georgia, serves approximately 1,066 students across three schools: Macon County Elementary School, Macon County Middle School, and Macon County High School.

Guided by the vision to create an educational ecosystem where all individuals are valued, inspired, and empowered to excel, MCSS focuses on fostering a positive culture, student success, staff development, family engagement, and operational efficiency.

The district is dedicated to providing a supportive learning environment that nurtures students to become productive, college and career-ready citizens.

Despite facing challenges, MCSS remains steadfast in its mission to offer a transformative learning experience, preparing students for an ever-evolving world. The district values community and parental involvement, quality resources, exemplary staff, a safe and caring environment, and personalized educational programs that incorporate advanced technology. Through these efforts, Macon County School System strives to empower every student for a successful future.

For more information, visit the [Macon 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](http://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 Macon 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 experience achieved through a combination of professional expertise achieved through service in roles of increased responsibility overtime.
- Possesses evidence of support for a district's mission by identifying, articulating and planning to meet the needs of all students, staff and other stakeholders.
- Ensures that practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students and are personalized to accommodate diverse learning styles, needs, interests and levels of readiness.
- Builds and maintains a safe, caring, and healthy educational environment that meets the academic, social, emotional, and physical needs of each student.
- A demonstrated ability to foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators.
- A demonstrated ability to collaborate with faculty and community members, respond to diverse community interests and needs and mobilize community resources.
- 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.
- An awareness of new developments in education and the motivation to read widely and keep current on educational programs and practices.
- Evidence of the ability to provide leadership for the Board of Education to aid their understanding of the "team governance model" and the separation of authority of the board and superintendent.
- Uses methods of continuous improvement to achieve the vision, fulfill the mission, and promote the core values of the district.

## 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.
- Experience in Georgia and/or the southeast region.
- A willingness to live in Macon County and play an active, vital role in the community.
- Evidence of a high level of effectiveness in the following personal qualities: Communication, Decision Making, Organizational Ability, Creative Thinking, Judgement, Customer Focus.

# SALARY AND BENEFITS

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

## THE BOARD OF EDUCATION

The Macon County Board of Education consists of five members:



Ms. Gail Spikes  
Chairperson  
13 years



Ms. Cussetta Journey  
2 years



Mrs. Ann Harris  
Vice Chairperson  
2 years



Mr. Phillip W. Fowler  
8 years



Mr. Eugene Felton  
29 years

## APPLICATION PROCESS

Applicants should not contact the Macon 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 **April 13, 2025**.



**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

Macon County, Georgia, offers a blend of history, agriculture, and outdoor recreation. Home to Andersonville National Cemetery, historic downtown Montezuma, and a thriving Mennonite farming community, the county is rich in culture and heritage. Residents and visitors enjoy world-class hunting, fishing, and local festivals like the Beaver Creek Festival and Camellia Festival. The community values business growth, with support for new industries. Whether visiting or relocating, Macon County provides small-town charm and a welcoming atmosphere.



## 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.