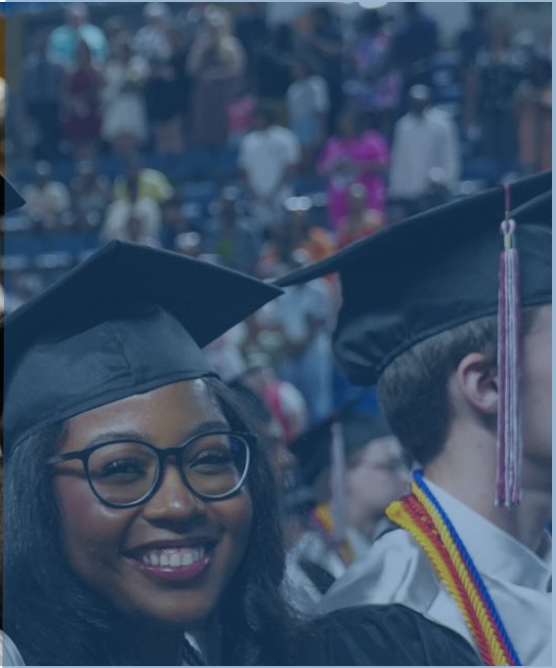




The Richmond County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through April 27, 2025 at 11:59 p.m. EST. See the [application process](#) below for more information.

ANNOUNCING SUPERINTENDENT SEARCH

Richmond County School System Augusta, Georgia



THE SCHOOL SYSTEM

Welcome to Richmond County Schools!

The Richmond County School System (RCSS) in Augusta, Georgia, is dedicated to educating the whole child through teaching, collaboration, and innovation. Committed to equity, RCSS offers diverse academic programs, including Career, Technical, and Agricultural Education (CTAE), specialized magnet schools, and college and career readiness initiatives.

Beyond academics, RCSS supports students through community partnerships, extracurricular activities, and resources like early learning, special education, and work-based learning. The district also prioritizes student well-being with health services, nutrition programs, and behavioral support, fostering a safe and engaging environment for academic success.

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



District Budget:
\$541,298,899



Staff:
Certified: 2,664
Classified: 1,769



Number of Schools:
Elementary: 27 **Magnet: 4**
Middle: 8 **K-8: 1**
High: 8 **Special Programs: 6**



District Enrollment:
28,293

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 Richmond County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- Demonstrates the ability to model and pursue the district's mission, vision, and core values in all aspects of leadership.
- 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.
- Implements coherent systems of curriculum, instruction, and assessment focused on student progress and closing achievement gaps, embody high expectations for student learning, aligned with academic standards, and culturally responsive.
- Builds and maintains a safe, caring, and healthy educational environment that meets the academic, social, emotional, and physical needs of each student.
- Plans for and manages staff turnover and succession; provides opportunities for effective onboarding, induction and mentoring of new personnel.
- 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.
- 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.

Preferred:

- Possession of a terminal degree (Ed. D. or Ph.D.) and holds or is eligible for Georgia Leadership Certification at that level.
- Possesses evidence of a proven track record that includes a minimum of five (5) years of experience in leadership roles, with at least 3 years of experience at the Tier II leadership certification level, above the level of school principal, involving 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.
- Promotes mutual accountability among educators and staff for each student's success and the effectiveness of schools and the district as a whole.
- A willingness to reside in Richmond County to become a visible and engaged community member.
- Evidence of a high level of effectiveness in the following personal qualities: Communication, Decision Making, Conflict Management, Personal Ethics and Values, Creative Thinking, Judgment

THE BOARD OF EDUCATION

The Richmond County Board of Education consists of ten members:



Shawnda Stovall
President, District 1
5 years



Ed Lowery
Vice-President, District 6
2 years



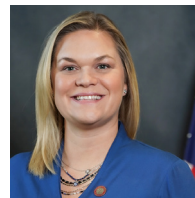
Charlie Hannah
District 2
10 years



Charlie Walker
District 7
7 years



Walter Eubanks
District 3
7 years



Mary Jane Abbott
District 8
Less than 1 year



Shontae Boyd
District 4
Less than 1 year



Venus Cain
District 9
17 years



Monique Braswell
District 5
Less than 1 year



Samantha Valentine
District 10
Less than 1 year

APPLICATION PROCESS

Applicants should not contact the Richmond 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 April 27, 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

The Richmond County School System (RCSS) serves Augusta, Georgia, a city with a population of approximately 200,000 residents. The district encompasses 54 schools, catering to around 28,293 students from pre-kindergarten through 12th grade. Augusta is a diverse community, with a demographic composition that includes a majority Black or African American population (50.4%), followed by White (44%), and other races (4.7%). Persons of Hispanic or Latino origin constitute 2.8% of the population.

RCSS plays a pivotal role in the educational and workforce development of the Augusta community. The district partners with organizations like the Augusta Metro Chamber of Commerce to provide career pathways and learning opportunities that align with local industry needs. Programs such as Talent2Work connect students and residents with employment opportunities, ensuring a strong workforce pipeline. Through these partnerships and its commitment to academic excellence, RCSS prepares students for success in Augusta's evolving economic landscape.



SALARY AND BENEFITS

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

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.