



SUPERINTENDENT SEARCH

Griffin Spalding County Schools Griffin, Georgia

The Griffin Spalding County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **August 31, 2025 at 11:59 p.m. EST**. See the [application process](#) below for more information.

The Griffin-Spalding County School System is a traditional Pre-K through 12th grade public school district located in Griffin, Georgia, part of the Atlanta metropolitan area. Serving more than 9,300 students across an area of over 200 square miles, the district is supported by over 1,400 dedicated staff members. With a focus on Tier 1 high-quality instruction, GSCS is committed to ensuring students read, write, speak, and solve grade-level text and tasks in every classroom, every day.

For more information, visit the [Griffin-Spalding County School System website](#).



Number of Schools

Elementary Schools - 11
Middle Schools - 4
High Schools - 3
(A.Z. Kelsey Academy and
Achievement Center)
Other - 4



District Enrollment

9,307 students



Employees

Professional Staff - 855
Classified Staff - 601



District Budget

Over \$193,000,000

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 Griffin-Spalding County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- 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.
- A demonstrated knowledge of local, state and federal laws and mandates, board of education policies and ethical guidelines.
- Addresses matters of equity and cultural responsiveness in all aspects of leadership.
- Evidence of knowledge of best practices in curriculum, instruction and assessment.
- 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.
- Is approachable, accessible, and welcoming to families and members of the district community.
- Evidence of a global understanding of the management of facilities, transportation, nutrition, technology, Human Resources and budgeting facets of district operations.
- Understands and facilitates Board governance team processes and internal/external politics associated with implementing and supporting the roles and responsibilities of the board and superintendent.

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.
 - 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.
 - 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 Griffin-Spalding County to become a visible and engaged community member.
 - Evidence of a high level of effectiveness in the following personal qualities: Responsiveness, Communication, Judgment, Visionary, Decision Making, Personal Ethics and Values.
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SALARY & BENEFITS

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

BOARD OF EDUCATION

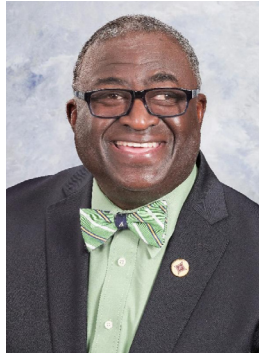
The Griffin Spalding County Board of Education consists of five board members:



Chairman
R. Syntel Brown
6 Years of Service



Vice-Chair
Sue McDonald
6 Years of Service



Zachery Holmes
23 Years of Service



Kimberly Register
7 Months of Service



Cherri Weldon
7 Months of Service

APPLICATION PROCESS

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

Applicants should not contact the Griffin Spalding 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 August 31, 2025**.

THE COMMUNITY

Spalding County offers small-town charm surrounded by natural beauty and a vibrant culture. The county has beautiful lakes, scenic parks and numerous historic landmarks. It is home to the University of Georgia's Griffin Campus and Southern Crescent Technical College. Griffin is the county seat of Spalding County and just 35 miles away from Atlanta.

Griffin is a city in and the county seat of Spalding County, Georgia, United States. It is part of the Atlanta metropolitan area. As of the 2020 census, the city had a population of 23,478. More information at https://en.wikipedia.org/wiki/Griffin,_Georgia.

Between 2022 and 2023, the population of Spalding County grew by 1.19%. In 2024, Spalding County, Georgia had a population of approximately 70,292. The median age was 39.2. The median household income was around \$60,217. The unemployment rate in 2025 was 3.8%. Griffin, the largest city in the county, had a population of around 23.7k. Griffin is known for being the birthplace of Doc Holliday and hosts the annual Doc Holliday Festival.



Mission:

To empower each student to graduate college and career ready.

Vision:

Distinctive Brand. Strong Leaders.
Great Schools.

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.