



SUPERINTENDENT SEARCH

Charlton County Schools Folkston, Georgia

The Charlton County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **November 16, 2025, at 11:59 p.m. EST**. See the [application process](#) below for more information.

Nestled on the edge of the Okefenokee Swamp, Charlton County Schools has built a strong foundation for student learning through 12th grade and beyond. Serving 1,600 students across four schools, the district has had achievement in the top 10% of all school districts in multiple subjects in elementary, middle, and high school and is proud to hold a graduation rate ranked in the top 5 of all districts in Georgia. The Charlton County community has great pride in and support for its schools. Excellence in academics, athletics, and extracurriculars is the goal for everyone, and the students and staff work hard to reach that goal. The district has had great stability in leadership, having only three superintendents over the last 25 years.

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



District Budget
\$24,000,000



Employees
Professional Staff - 160
Classified Staff - 100

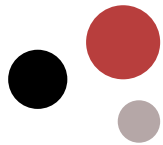


District Enrollment
1,625 students



Number of Schools
Elementary Schools - 2
Middle Schools - 1
High Schools - 1

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 Charlton 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 over time
- Institutes, manages, and monitors operations and administrative systems that promote the mission and vision of the district
- 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
- A documented history of developing procedures for assessing the curriculum and implementing the use of research-based instructional strategies for students
- 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
- 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

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 demonstrated ability to collaborate with faculty and community members, respond to diverse community interests and needs, and mobilize community resources
- Experience in Georgia and/or the southeast region
- A willingness to live in Charlton County and play an active, vital role in the community.
- Evidence of a high level of effectiveness in the following personal qualities: Responsiveness, Communication, & Conflict Management

SALARY & BENEFITS

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

BOARD OF EDUCATION

The Charlton County Board of Education consists of five board members:



Mr. Curtis Nixon
Chair
16 years of service

Dr. John Canaday
Vice Chair
10 years of service

Mr. Brian Kern
3 years of service

Mrs. Deboarah Young
2 years of service

Mr. Wesley Green
under 1 year of service

APPLICATION PROCESS

Applicants should not contact the Charlton 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 November 16, 2025**.

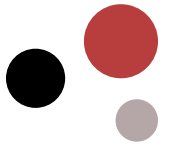
Do not mail any materials to GSBA or the school district. Any documents should be uploaded in the spaces provided in the online application.



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



Located on the edge of the internationally renowned natural treasure the Okefenokee Swamp, Charlton County is located in southeast Georgia on the Florida border, less than an hour from St. Simons Island and Jacksonville, FL. Charlton County has all the benefits of small town life with the convenience to major metropolitan areas, beaches, and natural resources. There is tremendous community support for the school system, and the community takes great pride in the success of the schools in Charlton County.



Additional Achievements

Charlton County has a rich history of excellence in extracurriculars as well. In sports, Charlton County High School has won multiple state championships in football, baseball, and track in the last 20 years. It also has an award-winning marching and symphonic band that is recognized across the state of Georgia for its excellence. The system is accredited by the Georgia Accrediting Commission (GAC), and Charlton County High School is a COGNIA-accredited school. Charlton County is a great place to work, with amazing students and a wonderful community.

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.