

SUPERINTENDENT SEARCH

Clarke County Schools Athens, Georgia

The Clarke County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **February 1, 2026, at 11:59 p.m. EST**. See the [application process](#) below for more information.

Nestled in the heart of a vibrant college town, the Clarke County School District offers students rich learning opportunities. Its two AP Honor high schools provide more than 25 AP courses, while the Athens Community Career Academy delivers innovative, career-focused pathways in state-of-the-art learning environments. As a Charter District, CCSD is committed to innovation through programs like Leader in Me, Coaching4Success, and the Get Comfortable Literacy Mentorship. The district is repeatedly recognized as one of the Best Communities for Music Education, with exceptional arts and athletics opportunities supported by the Athens community. With four school-based health centers a commitment to serving all students, and through strong partnerships with the University of Georgia, Athens Technical College, and other higher education institutions, CCSD remains a cornerstone of Athens-Clarke County and one of its largest employers.

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



District Budget

\$254,945,221

- \$220,071,662 for salaries and benefits
- \$34,873,559 for operating expenses



Employees

Professional Staff - 1,491
Classified Staff - 1,138



District Enrollment

12,475 students



Number of Schools

Elementary Schools - 14
Middle Schools - 4
High Schools - 3
(2 comprehensive)

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:

- Evidence of success as a proven leader in an educational environment relevant to this school system.
- Demonstrated ability to model and pursue the district's mission, vision, and core values in all aspects of leadership.
- Proven instructional leadership that raises student outcomes through enrichment, rigor, and by eliminating student achievement gaps.
- Demonstrated interest in building and maintaining a safe, caring, and healthy educational environment that meets the academic, social, emotional, and physical needs of each student.
- Demonstrated understanding of equity and cultural responsiveness in all aspects of leadership.
- Demonstrated ability to develop the professional knowledge, skills, and practice of teachers and staff.
- Willingness to engage in regular and open two-way communication with families and the community about relevant district needs.
- Cultural competency and willingness to become an integral part of the community.
- 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.
- Having no immediate family members serving on the Clarke County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- Of good moral character; not convicted of any crime involving moral turpitude, as required by GA law.
- Possession of or eligibility 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 a letter of eligibility from the Georgia Professional Standards Commission, verifying 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.

Additional Preferred Criteria:

- Possession of a terminal degree (Ed. D., Ph.D., etc.) 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.
- Evidence of a high level of effectiveness in the following personal qualities: Communication, Emotional Intelligence/Self Awareness, Creative Thinking .

SALARY & BENEFITS

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

BOARD OF EDUCATION

The Clarke County Board of Education consists of nine board members:



Heidi Hensley

District 1

3 years of service

Mary P. Bagby

District 2

1 year of service

Linda Davis

District 3

12 years of service

Dr. Patricia Yager

District 4

6 years of service

Tim Denson

District 5

3 years of service

Dr. Mumbi Anderson

Board President

District 6

5 years of service

Dr. Lakeisha Gantt

District 7

7 years of service

Nicole Hull

District 8

5 years of service

Mark Evans

Board Vice President

District 9

3 years of service

APPLICATION PROCESS

Applicants should not contact the Clarke 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 February 1, 2026**.

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

Founded in 1801 and named after Athens, Greece, to symbolize its commitment to learning and culture, Athens, Georgia, is located about 70 miles northeast of Atlanta. With a 2025 population of 129,550, it ranks as the sixth most populous city in the state. The University of Georgia—Georgia’s flagship public university and an R1 research institution—anchors the city and serves as its largest employer, followed by Piedmont Athens Regional and the Clarke County School District. Athens functions as an economic hub for Northeast Georgia, supported by industries such as the Classic Center and Ford Arena, Georgia Power, Caterpillar, and two major healthcare systems, making it a destination for travel, work, and recreation. The city boasts a vibrant downtown college scene and more than 2,000 acres of parks and facilities, including arts centers, museums, athletic fields, community centers, lakefront beaches, trails, nature centers, playgrounds, pools, and cultural venues. Local institutions—ACC Government, CCSD, UGA, Athens Technical College—along with a strong nonprofit and philanthropic sector, provide extensive family and youth services, including seasonal camps, sports and arts programs, leisure activities, and social activities for all ages. Athens’ racial composition includes 57.6% White, 26.19% Black or African American, 4.29% Asian, 3.45% other races, and smaller percentages of Native American and multiracial populations. The area’s average per capita income is \$41,168, with a median household income of \$51,655. The poverty rate stands at 26.31%.



We Believe...

- All students can learn and achieve academic success.
- Students deserve learning experiences that are engaging, relevant, and challenging.
- We are all accountable for the success of each student we serve, and we all have a stake in their success.
- The success of each student is critical to the success of our entire community.
- We are responsible for collaboratively supporting student growth and development.
- We are responsible for understanding the needs of our students and their families.
- Learning occurs best in cultures where staff and students feel a sense of belonging, safety, and support.
- We must embrace new ideas, techniques, and technologies to be responsive to the evolving needs of our learners and the rapidly changing world.
- Students and staff deserve an environment where enthusiasm for learning is encouraged and modeled.

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.