



SUPERINTENDENT SEARCH

Grady County Schools Cairo, Georgia

The Grady County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **March 8, 2026, at 11:59 p.m. EST**. See the [application process](#) below for more information.

The mission of the Grady County School system is to inspire and challenge each student through equitable educational opportunities, maximizing their potential college and career readiness. The vision for the school system is to be a leader in education, striving for excellence daily. Students enjoy learning, teachers enjoy teaching, and the community is involved. Supported by dedicated staff and engaged parents, Grady County students will develop a commitment to life-long learning, understanding they ultimately hold responsibility for reaching their full potential in life.

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



District Budget
\$63,533,606



Employees
Professional Staff - 379
Classified Staff - 207



District Enrollment
4,126 students



Number of Schools
Elementary (Pre-K-5) - 2
Elementary/Middle (Pre-K - 8) - 2
Middle - 1 High - 1
Alternative - 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:

- Applicant must hold or be eligible for the Renewable Professional Standard or Performance-Based Tier II Certification in Educational Leadership or be eligible for a professional superintendent Permit issued by the Georgia Professional Standards Commission. 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 Division of Certification, Georgia Professional Standards Commission, 200 Piedmont Ave., Suite 1702, Atlanta, GA 30334; 800-869-7775
- 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 that s/he promote the success of all students by adhering to ethical principles and professional norms
- Has no immediate family members serving on the Grady County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law
- Has a combination of professional expertise achieved through service in roles of increased responsibility over time
- 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
- Acts ethically and professionally in personal conduct, relationships with others, decision-making, stewardship of district resources, and all aspects of district leadership
- Aligns and focuses systems of curriculum, instruction and assessment within and across grade levels to promote student academic success, love of learning, the identities and habits of learners, and healthy sense of self
- Promotes the academic success and well-being of every student by striving for equity of educational opportunity
- A demonstrated ability to foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators
- Evidence of the ability to promote the success of all students by ensuring, supporting, managing and overseeing the district's organization, management of personnel, facilities, transportation, nutrition, technology and budgeting facets of district operations

Additional Preferred Criteria:

- Documented evidence of experience in the Southeast Region of the United States with experience in Georgia
- A demonstrated ability to collaborate and communicate effectively with faculty and community members, responds to diverse community interests and needs and mobilizes community resources
- Understands the team governance model and has the ability to provide leadership for the Board to aid their understanding of this model and the separation of authority of the board and the superintendent
- Evidence of a high level of effectiveness in the following personal qualities: Instructional Leadership and Student Achievement, Ethical Leadership and Vision and Strategic Planning
- Willingness to establish residence within the district and a desire to blend naturally with the community and become an integral part of the community

SALARY & BENEFITS

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

BOARD OF EDUCATION

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



Derrick Majors

Chairman

7 years of service

Gerald Goosby

Vice-Chairman

6 years of service

John White

Member

10 years of service

Teresa Hardy

Member

25 years of service

Bert Stoddard

Member

1 year of service

APPLICATION PROCESS

Applicants should not contact the Grady 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 March 8, 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

Grady County, on the southwest border of Georgia, is the state's 139th county. Created in 1906 from portions of Decatur and Thomas counties, it was named after Henry W. Grady, prominent editor of the Atlanta Constitution and famed southern orator who widely prophesied the "New South."

Situated in the lower coastal plain in southwest Georgia, the county has a rolling terrain and numerous small streams and rich soil. A favorable climate affords natural resources for one of the richest farming areas in the nation. There are local processing plants for many of the major crops. It was the original diversified farming center of the southeast.



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.