



# SUPERINTENDENT SEARCH

## Dodge County Schools Eastman, Georgia

The Dodge County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **April 26, 2026, at 11:59 p.m. EST**. See the [application process](#) below for more information.

The [Dodge County School District](#), located in Eastman in central Georgia, serves students across five schools and is committed to continuing its tradition of educational excellence while preparing students for future success. The district offers a variety of opportunities that support both college and career readiness, including Dual Enrollment programs with local colleges and career-pathway programs that help students gain practical workforce skills. Dodge County Schools also prioritizes student voice through its Superintendent's Student Advisory Board, which includes students in grades 6–12 who provide feedback and perspectives on district initiatives. The district's leadership and student achievement have been recognized through several honors, including the GSBA Exemplary School Board Recognition awarded to the Dodge County Board of Education and designation as a 2024–2025 National Beta District of Distinction. Dodge County Schools strives to equip every student with the knowledge, skills, and opportunities needed to thrive after graduation.



District Budget  
\$21,105,450



Employees  
Professional Staff - 257  
Classified Staff - 218

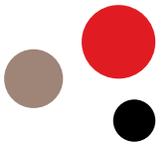


District Enrollment  
2,561 students



Number of Schools  
Primary Schools - 1  
Elementary Schools - 1  
Middle Schools - 1  
High Schools - 1  
(1 Achievement Center)

# 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](http://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 Dodge County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- A strong track record of effective leadership in similar demographic environments, built through progressive roles that reflect increasing responsibility and expertise.
- Demonstrates commitment to the district's mission by identifying, communicating, and planning to address the needs of all students, staff, and stakeholders.
- Demonstrates ethical and professional behavior in personal conduct, interactions with others, decision-making, stewardship of district resources, and all areas of district leadership.
- Develops and implements aligned systems of curriculum, instruction, and assessment that support the district's mission, vision, and core values, uphold high expectations for student learning, and ensure alignment with academic standards.
- Creates and sustains a supportive environment where every student is known, accepted, valued, trusted, cared for, and encouraged to be an active and responsible member of the school and district community.
- Cultivates workplace conditions that support educators' and staff members' professional growth, collaboration, collegial feedback, and improved student learning.
- Demonstrates the capacity to engage families, faculty, and community members in meaningful collaboration, respond to diverse community needs and interests, and effectively leverage community resources.
- Acts as a responsible, ethical, and accountable steward of the district's fiscal and physical resources, engaging effective budgeting and accounting practices to manage district assets with the goal of increased student achievement.
- Uses a systems perspective to promote coherence across school improvement efforts and the district's organizational structures, programs, and services.

## 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.
- Demonstrates a successful history of educational leadership in a comparable district within Georgia.
- Will reside in the district and become an integral, active part of the community.
- Evidence of a high level of effectiveness in the following personal qualities: Integrity & Accountability, Adaptability & Resilience, Self-awareness.

# BOARD OF EDUCATION

The Dodge County Board of Education consists of six board members:



**Susan Southerland**  
Board Chair  
3 years of service



**Michelle Wahl**  
Vice Chair  
12 years of service



**Sonya Bundick**  
Board Member  
3 years of service



**Cindy Screws**  
Board Member  
1 year of service



**Dena Barrows**  
Board Member  
4 years of service



**Leniece Johnson**  
Board Member  
3 years of service



# APPLICATION PROCESS

Applicants should not contact the Dodge 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 April 26, 2026**.

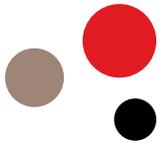
Do not mail any materials to GSBA or the school district. Any documents should be uploaded in the spaces provided in the online application.



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



Eastman, Georgia, the county seat of Dodge County, is a small city in central Georgia with a population of approximately 5,500 residents. Known for its peaceful, tight-knit atmosphere and classic southern small-town charm, the community places a strong emphasis on supporting its local schools and investing in the success of its students. Families, businesses, and civic leaders actively collaborate with the school district to create opportunities that benefit both students and the broader community. Dodge County is also home to the Middle Georgia State University School of Aviation, an important regional educational and workforce resource that contributes to the area's economic and educational development.



## SALARY & 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.