



SUPERINTENDENT SEARCH

Dublin City Schools Dublin, Georgia

The Dublin City Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through **April 19, 2026, at 11:59 p.m. EST**. See the [application process](#) below for more information.

Located in the heart of Middle Georgia, Dublin City Schools serves a growing community that blends small-town charm with expanding economic opportunity. The district boasts a graduation rate of over 95%, with more than 90% of graduates pursuing college or career pathways. Academic growth is evident across all grade levels, with strong CCRPI performance and no schools identified on Georgia’s CSI or TSI support lists. Dublin High School is the only International Baccalaureate (IB) high school between Macon and Savannah, and students have access to Advanced Placement, IB, dual enrollment, and career academy pathways. With a highly qualified teaching staff, approximately 75% holding master’s degrees and an average of 15 years of experience, the district prioritizes instructional excellence. Beyond the classroom, students participate in more than 100 clubs, athletics programs ranked among the best in Georgia, award-winning arts programs, and leadership organizations such as FBLA, FFA, SkillsUSA, and JROTC, preparing them for success in college, careers, and life. At Dublin City Schools, we strive for high achievement and success for all students every single day.

For more information, visit the [Dublin City Schools website](#).



District Budget
Approximately
\$30-32 million



Employees
Professional Staff - 184
Classified Staff - 105



District Enrollment
2,323 students



Number of Schools
Elementary Schools - 2
Middle Schools - 1
High Schools - 2
(1 All-Day Gifted Program
of Choice)

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 Dublin City Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law
- Astute and well-versed in managing the district's financial, budgetary, and resource needs
- Demonstrated success reflecting progressively advanced professional expertise through service in roles of expanding education leadership scope and accountability
- Guides a shared mission-vision, acts ethically, and drives continuous improvement to support every student's success
- Leads curriculum, instruction, and assessment while fostering an inclusive, supportive district culture to ensure rigorous learning and promote every student's success and well-being
- Attracts, retains, and supports highly effective staff to meet the needs of the district's strategic plan
- Engages the community in meaningful, reciprocal partnerships
- 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
- 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:

- Relevant experience at the central office level, including previous successful superintendent experience
- Experience in educational settings with similar variables and demographics to Dublin City
- A willingness to play an active, vital role in the community
- Evidence of a high level of effectiveness in the following personal qualities: Integrity, Adaptability, & Empowerment/Delegation

BOARD OF EDUCATION

The Dublin City Board of Education consists of seven board members:



Amanda Smith
Board Chair
2 years of service



Peggy Johnson
Treasurer
13 years of service



James Lanier
Board Member
18 years of service



John Bell
Vice Chair
28 years of service



Jeff Davis
Board Member
1 year of service



Joanna Glover
Board Member
2 years of service



Kenny Walters
Board Member
8 years of service

APPLICATION PROCESS

Applicants should not contact the Dublin City 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 19, 2026**.

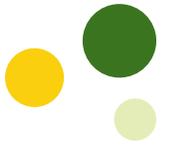
Do not mail any materials to GSBA or the school district. Any documents should be uploaded in the spaces provided in the online application.



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



Dublin is a growing Middle Georgia community that blends small-town charm with expanding economic opportunity. Strategic investments such as the 2,000-acre Heart of Georgia Mega Site and new industrial-ready locations position the area to attract major employers and create thousands of jobs, while an already diverse economy—anchored by healthcare, manufacturing, logistics, and education—continues to expand workforce pathways for residents. Tourism and community events are also thriving, generating over \$121 million in visitor spending in 2024 and supporting more than 1,200 local jobs.

Families benefit from a high quality of life shaped by recreation, culture, and affordability. The Dublin-Laurens County Recreation Authority has developed Southern Pines Regional Park into a regional destination with sports fields, a water park, walking trails, and a new indoor sports complex that hosts year-round events and activities. Community partnerships, youth programs, and business initiatives through the local chamber further support entrepreneurship and family-centered growth. Together, these strengths make Dublin an inviting place to live, work, and build a future in Middle Georgia.



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.