



# SUPERINTENDENT SEARCH

## Rockdale County Schools Conyers, Georgia

The Rockdale County Board of Education is seeking a visionary, student-centered, and collaborative leader who will build upon the district's strong foundation while advancing academic excellence, operational effectiveness, and organizational culture for the position of Superintendent of Schools. Applications will be accepted through **May 10, 2026, at 11:59 p.m. EST**. See the [application process](#) below for more information.

Rockdale County Public Schools (RCPS) is a forward-thinking school district committed to helping every student achieve and thrive. With a focus on educating the whole child, RCPS provides strong academic programs, innovative career pathways, and personalized learning opportunities that prepare students for success in college, careers, and life.

The district offers more than 30 Career, Technical, and Agricultural Education (CTAE) pathways, advanced academics including Advanced Placement (AP) and dual enrollment, and a wide range of specialty and choice programs designed to match students' interests and talents.

From early learning initiatives to hands-on workforce experiences, RCPS supports students from birth through graduation and beyond. With a record-high graduation rate, millions in scholarship offers, and strong governance by an exemplary board of education, the district continues to create meaningful opportunities for students to succeed in a global society.

To learn more about Rockdale County Public Schools, [visit their website](#).

# ABOUT THE DISTRICT



## District Budget

\$ 231,973,971



## Employees

Certified Staff - 1343  
Classified Staff - 965



## District Enrollment

15,834 students



## Number of Schools

Elementary Schools - 11  
Middle Schools - 4  
High Schools - 3  
Non-Traditional Schools - 5  
Virtual Schools - 2

Rockdale County Public Schools (RCPS) serves 15,834 students across 25 schools and programs, including:

- 11 Elementary Schools
- 4 Middle Schools
- 3 High Schools
- 5 Non-Traditional Schools
- 2 Virtual Schools

The district is supported by more than 2,300 employees, including:

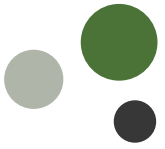
- 1,343 Certified Staff

With an annual operating budget of \$231,973,971, RCPS is a **debt-free school system**, demonstrating strong fiscal stewardship and responsible financial management while remaining committed to excellence in education and student success.

## KEY PRIORITIES For the Next Superintendent

- **Strengthen instructional leadership** to improve student achievement and eliminate achievement gaps
- **Ensure safe, secure, and supportive learning environments** by prioritizing comprehensive school safety practices, proactive planning, and the physical and emotional well-being of all students and staff
- **Ensure sound fiscal stewardship through effective budget development, management, and resource alignment**
- **Recruit, develop, and retain high-quality staff through strong human capital and talent management practices**
- **Expand and enhance innovative academic and career pathways**
- **Build trust, transparency, and engagement with students, families, staff, and the community**

# 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:**

- Proven instructional leadership that improves student outcomes, advances academic rigor, and eliminates achievement gaps
- Proven expertise in budget development, financial management, and resource allocation, ensuring alignment with district priorities and long-term sustainability
- Proven leadership in human capital management, including recruitment, retention, evaluation, and development of high-performing staff; evidence demonstrates the ability to lead as an effective and inspiring people-centered leader
- Proven leadership in establishing and sustaining a culture of safety and well-being, including the implementation of comprehensive school safety systems, emergency preparedness, threat assessment, and support for the physical, social, and emotional health of students and staff
- Evidence demonstrates successful executive-level leadership experience in school systems with similar demographics, including service as a principal and in central office leadership roles with increasing responsibility
- Evidence demonstrates the ability to build and sustain a positive organizational culture, ensuring safe, supportive, and high-performing learning and working environments
- Proven ability to collaborate effectively with diverse stakeholders, including faculty, staff, families, and community partners, while responding to varied interests and needs
- Evidence demonstrates strong ethical leadership, integrity, and adherence to high standards of professional conduct, including compliance with all applicable laws and policies
- Proven ability to implement strategic planning and continuous improvement processes that drive measurable results
- Evidence demonstrates understanding and effective practice of the team governance model, maintaining a clear distinction between board governance and superintendent leadership
- Proven ability to manage organizational change, including staff turnover, succession planning, onboarding, leadership development, and ongoing mentoring to support the success and retention of personnel
- 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
- Possession of or eligibility for an Education Specialist degree or higher, and eligibility for a Georgia Standard Professional Clear Renewable Tier II Certificate at Level 6 or higher in Educational Leadership (verification required through the Georgia Professional Standards Commission)
- Has no immediate family members serving on the Rockdale County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law

## **Additional Preferred Criteria:**

- Evidence demonstrates successful experience as a superintendent in a district with similar demographics
- Possession of a terminal degree (Ed.D. or Ph.D.) and holds or is eligible for Georgia Leadership Certification at that level
- Willing to reside in the Rockdale community with a proven commitment to active community engagement and visibility
- Evidence demonstrates high levels of effectiveness in personal leadership traits, including integrity, accountability, adaptability, and self-awareness

# BOARD OF EDUCATION

Meet the seven-member Rockdale County Public Schools Board of Education, a GSBA Exemplary Board recognized for excellence in governance, leadership, and a steadfast commitment to student success.



**Sandra Jackson-Lett**  
Board Chair



**Janie Jones**  
Vice Chair



**Tonya J. Bloodworth**  
Board Member



**Pamela J. Brown**  
Board Member



**Larry Cox**  
Board Member



**Heather Duncan**  
Board Member



**Akita Parmer**  
Board Member



## APPLICATION PROCESS

Applicants should not contact the Rockdale 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 May 10, 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



Conyers, Georgia, located in Rockdale County, offers a unique blend of small-town charm and big-city access, creating a community that is both welcoming and full of opportunity. Known as a diverse, dynamic, and distinct place to live, Conyers provides residents with a high quality of life through its strong sense of community, rich history, and growing economy.

Just minutes from Atlanta, the area combines convenience with a close-knit feel. Families can enjoy local parks, cultural events, historic downtown spaces, and a wide range of dining, shopping, and recreational opportunities all within a short distance. Rockdale County's growth is supported by key partners such as Piedmont Rockdale Hospital and a strong network of local businesses. The community is also home to the Georgia International Horse Park, a legacy Olympic venue that hosts regional and national events and contributes to the area's cultural identity and economic vitality.

At the heart of this community is Rockdale County Public Schools (RCPS), a district deeply supported by its residents and recognized for its commitment to student success. The school system prioritizes strong academics, innovative career pathways, and personalized learning opportunities that prepare students for life beyond graduation. Community investment in education is evident through ongoing support, partnerships, and initiatives that ensure students have access to meaningful opportunities from early learning through career readiness.



## 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.