



SUPERINTENDENT SEARCH

Irwin County Schools | Ocilla, Georgia

The Irwin County Board of Education is seeking an exceptional leader to serve as its next Superintendent of Schools. Building on the strong vision to provide excellent educational experiences for ALL, the Board seeks a Superintendent who will champion the district’s core values. At Irwin County Schools, we believe all children can learn.

Applications will be accepted through **August 9, 2026, at 11:59 p.m. EST**. See the [application process](#) below for more information. To learn more about Irwin County Public Schools, [visit their website](#).

ABOUT THE DISTRICT



District Budget
\$22,036,087



Employees
Professional - 85
Certified - 160

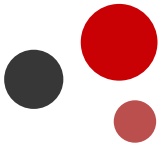


District Enrollment
1,537 students



Number of Schools
Elementary Schools - 1
Middle Schools - 1
High Schools - 1
(Middle and High are located in the same building)

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 Irwin County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law
- A strong history of effective leadership in similar demographic settings, built through progressively responsible roles that showcase growing expertise
- Champions a shared mission, vision, and values that advance high-quality education and a culture of continuous improvement for every student's success and well-being
- Drives excellence in curriculum, instruction, and assessment while strengthening staff capacity and practice to foster student success in all areas
- Oversees district operations and resource allocation to ensure conditions that support every student's academic, physical and mental success
- Engages the community in meaningful, reciprocal partnerships that support shared goals
- Leads with integrity and accountability, engages in clear and transparent communication, partners collaboratively with the board, and actively seeks and applies feedback
- Actively seeks to understand the community's assets and challenges to better inform decisions and leadership

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
- A willingness to reside within the boundaries of the school district in order to play an active, vital role in the community
- Evidence of a high degree of effectiveness in essential personal competencies: Integrity/Accountability, Adaptability/Resilience, Empathy/Emotional Intelligence
- Experience in and knowledge of the Southeast region

SALARY & BENEFITS

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

BOARD OF EDUCATION

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

Kurt Wilmot
Vice Chair, District 1
12 Years of Service

Chandler Rowe
District 2
2 Years of Service

Paige Wynn
Chair, District 3
16 Years of Service

Holly Conner
District 4
6 Years of Service

James Curtis
District 5
12 Years of Service



**Note: Our chair and vice-chair did not seek re-election. The new members voted into those positions will begin January 2027.*

APPLICATION PROCESS

Applicants should not contact the Irwin 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 August 9, 2026**.

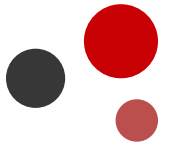
Do not mail any materials to GSBA or the school district. Any documents should be uploaded in the spaces provided in the online application.



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

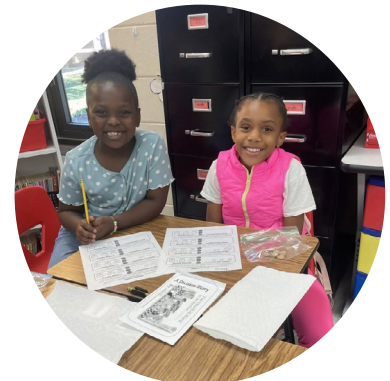
THE COMMUNITY



The Irwin County School System is located in Irwin County in south central Georgia. Irwin County covers 354.4 square miles of land area. Irwin County is Georgia's 41st county, created in 1818 from land acquired from the Creek Indians. It is named after Georgia Governor, Jared Irwin. The county is seventy-third in size geographically among the state's 159 counties. Ocilla, incorporated as a city in 1897, is the county seat. Other communities located in the county are Abba, Holt, Irwinville, Lax, Mystic, Osierfield, Waterloo, and Wray. These are all unincorporated communities. The county has three properties listed on the National Register of Historic Places: the Irwin County Courthouse, the Jefferson Davis Memorial Historic Site, and the Ocilla Public School.

The county's population was estimated in 2024 to be 9,155 based on information from the US Census Bureau. This is a 5.3% population decrease since the 2020 census data. Individuals under 18 years of age make up 23.2% of the population, and 19.1% of the population are over the age of 65 years old. The population, as indicated by the US Census Bureau, is 71.1% White, 25.1% African American, 0.9% Asian, 0.5% American Indian, and 1.8% reporting two or more races. The US Census also reports 7.4% of the population as Hispanic/Latino.

Employment opportunities in Irwin County are limited, with the primary economic force being agriculture. The median household income in 2023 was \$53,915 with 19.4% of persons living in poverty. This reflects economic growth in the area over the 2018 census data which reported a median household income of \$32,339 and 24.3% of persons living in poverty. Education data from the US Census Bureau 2019-2023 reports 83.6% of Irwin County's population 25 years and older have a high school degree or higher, and 16.6% of persons 25 years and older holding a bachelor's degree or higher.



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.