

Twiggs County School System
Qualifications for Superintendent of Schools

Required:

- Possession of a Masters (M.A.Ed, M.S.Ed, etc),or higher and hold or be eligible for a Georgia Leadership Certificate at the L-5 or higher level. Certificate number or letter of eligibility from the Georgia Professional Standards Commission,as verification of such eligibility must be provided.
- Of good moral character; not convicted of any crime involving moral turpitude, as required by Georgia law; possession of high standards of ethical and moral conduct and that s/he promotes the success of all students by adhering to ethical principles and professional norms.
- Has no immediate family members serving on the Twiggs County Board of Education or employed as an administrator in the school district after July 1, 2009 as required by Georgia law.
- Evidence of a high level of effectiveness in the following personal qualities: *Communication, Teamwork, Collaboration,, Commitment to Accomplishment, Flexibility, Enthusiasm, Judgment, Conflict Management, Organizational Ability, Responsiveness and Fit for the Position/Community, Sense of Humor, Transparency, Follow up, Feedback of Actions and Issues*
- Reside in Twiggs County or within an approximate 50 mile radius of the county.
- Be eligible for full or part-time employment.

Preferred, but not required:

- A documented history of successful experience achieved through a combination of professional expertise gained through service in roles of increased responsibility over time including classroom teacher, principal, and/or central office level experience.
- A documented history of outstanding experience as a superintendent or assistant superintendent.
- The ability to set a widely shared vision, target a mission for learning, and foster a positive climate of mutual trust and respect among faculty, staff, and administrators.

- Evidence of leading and supporting high quality instructional strategies that drive increased student achievement.
- Evidence of the ability to recruit, employ, and retain effective personnel throughout a district.
- Evidence of a working knowledge of financial management and budgeting.
- Evidence of a global understanding of the management of facilities, transportation, nutrition, technology, and financial facets of district operations.
- Evidence of a demonstrated ability to effectively align district systems and operations and organizational performance to the goals and values of the district.
- A demonstrated ability to develop collaborative partnerships with the greater community to support the learning priorities of the district.
- A demonstrated knowledge of local, state, and federal laws and mandates, Board of Education policies, and ethical guidelines.
- Certification from a state approved Superintendent Professional Development Program.

Salary and Benefits:

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