

Announcing the Vacancy of Superintendent of Schools



**Rockdale County
Public Schools**

RCPS

One Core Mission: Student Success

The Rockdale County Board of Education is seeking qualified applicants for the position of Superintendent of Schools. Applications will be accepted through February 4, 2018. See **Application Process** on page 4 for more details.



The School System

System Enrollment: 16,730

Number of Schools:

11 Elementary

- Barksdale
- Flat Shoals
- Honey Creek
- Lorraine
- Shoal Creek
- C. J. Hicks
- Hightower Trail
- J. H. House
- Peek's Chapel
- Sims
- Pine Street



4 Middle

- Conyers
- Edwards
- General Ray Davis
- Memorial

3 High

- Heritage
- Salem
- Rockdale Co.



5 Non-Traditional

- Alpha Academy
- Rockdale Career Academy
- Rockdale Magnet School for Science & Technology
- Rockdale Open Campus
- Rockdale Virtual Campus



Staff • Certified: 1,414 • Classified: 1,032

Budget • General Fund Expense Budget: \$155 million

Rockdale County Public Schools (RCPS) provides opportunities for every student to create his/her own future. Each student has the ability to graduate with an advantage - whether choosing to pursue higher education, enter the workforce, or join the armed forces.

- RCPS has a comprehensive technology initiative called Learning Reimagined that is designed to transform teaching and learning using technology. RCPS is a one-to-one district with individual laptops issued to students in grades 3 through 12, and classroom sets of iPads in Pre-K through 2nd grades. Classrooms are also equipped with interactive white boards and projection systems.
- The district has earned International Accreditation, the highest accreditation available to public schools, by AdvancED, parent company to SACS/CASI.
- There are Specialty and Choice programs throughout the district, which include but are not limited to programs in the Arts, AVID, STEM, STEAM, Pre-medical Sciences, Aerospace Engineering, Business and Entertainment, and Dual Language Immersion. RCPS provides transportation to and from these specialty and choice programs.
- All high schools are Advanced Placement (AP) Honor Schools, which demonstrate the value the district places on exposing students to rigorous coursework as well as earning college credit through AP courses.
- The district partners with Georgia Piedmont Technical College and other universities and colleges to provide Dual Enrollment classes on the campus of the Rockdale Career Academy (RCA).
- RCA is a non-traditional school that offers more than 22 career pathways. The District transports students from their home school to RCA throughout the day to attend more than 22 career pathways offered.
- Rockdale Open Campus is a secondary program that provides a flexible educational opportunity to students who may be unlikely, for a variety of reasons, to reach their full potential in a traditional high school. Rockdale Open Campus is set on “mini-mesters” and offers both online and face-to-face classes.
- Rockdale Virtual Campus (RVC) is an online program that offers a variety of courses, including but not limited to middle school courses, high school courses, and AP courses.
- The district has expanded its P.R.E.P.A.R.E. (Preparation for Real-life Experiences & Post-secondary opportunities through Advisement, Relationships, and Education) advisement program to assist 9th and 10th grade students in achieving success and staying on track for graduation.
- RCPS believes in supporting the social/emotional well-being of all students and provides comprehensive wrap-around support services including school-based mental health services.
- The district is data-driven and has its own “RCPS Cycle for Results,” which guides educators on how and when to use data to determine instruction, assessments and safety nets for mastery of standards.
- There is also a very robust Early Learning Initiative with a Parents-as-Teachers Program and an Early Learning Center serving 3 and 4 year olds.
- Rockdale County residents approved an \$83.6 million, five-year E-SPLOST in 2014 to fund projects in three categories: safety and security, technology, and facility additions and enhancements. The district is a debt-free school system and has the support of the community to continue to grow and thrive without debt. RCPS added buzz-in security systems to all schools and security vestibules in many of them as safety is the number one priority. RCPS was able to fund and fully implement the One-to-One technology initiative using E-SPLOST. RCPS is in the midst of building a state-of-the-art elementary school to replace a 60-year-old school building. It is designed to incorporate innovative learning spaces, furniture and equipment to optimize teaching and learning. The system is currently in the process of purchasing land to build another elementary school to replace its second oldest campus.
- RCPS is active on social media, having a district Twitter, Facebook, and Instagram account. All schools share good news on Twitter and most have Facebook accounts as well.

For more information, visit the [Rockdale County Public Schools website](#) and view their [welcome to Rockdale County Public Schools video](#).

The Board of Education

The Rockdale County Board of Education consists of seven members:

- Jim McBrayer, Chair – seven years of service
- Wales Barksdale, Vice Chair – thirteen years of service
- Pamela J. Brown – one year of service
- Tony Dowdy – five years of service
- Heather Duncan – one year of service
- Mandy North – five years of service
- Katrina P. Young – eleven years of service



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 be enrolled in courses leading to a specialist degree (Ed.S.), and holds or be enrolled in courses leading to a Georgia Specialist Certificate at the L-6 level or is eligible for a Georgia Specialist Certificate at the L-6 level. Copy of certificate, certificate number or letter of eligibility from the Georgia Professional Standards Commission, as verification of such eligibility, must be provided upon application. 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. Candidates enrolled in courses leading to a specialist degree (Ed.S.) or enrolled in courses leading to a Georgia Specialist Certificate at the L-6 level must submit proof of enrollment in such program and a letter of good standing from their academic institution as part of their application.
- 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 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 Rockdale County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by Georgia law.
- Evidence of experience achieved through a combination of professional expertise attained through a proven track record of service in roles of increased responsibility over time.
- Possession of a high level of effectiveness in the following leadership qualities:
 - o 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.
 - o Knowledgeable of best practices in curriculum, instruction and assessment.
 - o A global understanding of the operations and management of the human resources, facilities, transportation, nutrition, technology and budgeting facets of a school district.
 - o The ability to collaborate with multiple stakeholders, faculty and community members and respond to diverse community interests and needs; is approachable and able to mobilize community resources in support of student achievement goals, including but not limited to working with and strengthening relationships with the superintendent advisory council and parents' advisory council.
 - o The ability to promote the success and well-being to meet the diverse needs of all students, while adhering to ethical principles and professional norms.

- o An understanding of the educational system, including but not limited to knowledge of local, state and federal laws and mandates, board of education policies, current developments in education; reads widely and keeps current on educational trends and practices that value diversity, foster student growth, impact student achievement.
- o The ability to provide leadership for the Board of Education in aiding their understanding of the operation of effective teams, the “team governance model”, and the separation of authority of the board and the superintendent.
- o A high level of effectiveness in the following personal qualities: Judgment, Values, Technology Savvy, and Emotional Intelligence/Self-Awareness.

Preferred

- Possession of a terminal degree (Ph.D. or Ed. D.) and holds or is eligible for a Georgia Leadership Certificate at Level 7.
- Proven track record of success as a Superintendent, in central office roles, as principal and classroom teacher in a school district.
- Successful completion of a recognized state or national aspiring superintendent preparation program, i.e. Superintendents Professional Development Program (SPDP), Aspiring Superintendents Academy and Urban Superintendents Academy of the School Superintendents Association (AASA), the Broad Academy, or similar program.
- Desire to live within the boundaries of the Rockdale County School district.
- Possession of a high level of effectiveness in the following personal qualities: Conflict Management, Awareness of Future-Ready Education Practices, Customer-Focus, Organizational Ability, and Time Management.

Salary and Benefits

A negotiated compensation arrangement with a mix of salary, health benefits and professional travel.

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:

gsba.com/member-services/superintendent-search-service.

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 11:59 p.m. on February 4, 2018.

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, the county seat and Rockdale's only city, offers the ambiance and security of a small town combined with all the amenities of a big city. Rockdale County is approximately 23 miles east of Atlanta and grew out of changes during the Reconstruction. Designated in 1870, the county is named for the large beds of granite that run beneath the soil. Conyers was named for Dr. W.D. Conyers, a banker and doctor who donated land to the railroad so that workers could lay the area's first rail track and construct a depot, which still stands today and serves as the county's welcome center. From blockbuster movie franchises like Fast and Furious to successful major network television series like In the Heat of the Night, Dukes of Hazzard, The Vampire Diaries, The Originals, Sleepy Hollow, and brand-new streaming television series "Stranger Things" and "Ozark" from Netflix. Two of the industry's giants, Warner Bros. and 20th Century Fox, both have permanent production sound stages in Conyers, together leasing more than 600,000 sq. ft. and employing more than 650 full time employees. The Georgia International Horse Park, located in Conyers, opened for the 1996 Summer Olympics and hosted events in equestrian, mountain biking, and the riding and running portions of the pentathlon. The park has become a multi-use facility that hosts horse shows, dog shows, festivals, fairs, trade shows, racing events, and concerts. The county has a top rated Medical Center and there are many higher educational opportunities nearby.



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.