

Bacon County Board of Education
Superintendent Vacancy Job Description
February 2026

.....

Title: Superintendent of BCSD

Reports to: Board of Education Members

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 Qualifications:

- Must hold a Georgia Tier 2 Educational Leadership Certificate.
- Must have ten years of experience in Public Education to include three years as a classroom teacher, a minimum of three years as a school principal, or a district leader.
- Has a combination of professional expertise achieved through service in roles of increased responsibility over time.
- 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 that she/he promotes the success of all students by adhering to ethical principles and professional norms.
- Has no immediate family members serving on the Bacon County Board of Education or employed as an administrator in the school district after July 1, 2009, as required by GA law.
- Application letter must include a desire to make an extended commitment to the Bacon County community and a pledge to continue a high standard of excellence.
- Only in-system applicants will be accepted for this position.

Preferred Qualifications:

- Strong leadership skills in the areas of personnel management (HR), budget, fiscal planning, finance and facilities
- Effective interpersonal skills
- Holds and demonstrates high professional and ethical standards.
- The ability and experience to set a widely-shared vision, target a mission for learning, and foster a positive professional climate of mutual trust and respect among faculty, staff and students.

- Evidence and experience in holding high expectations for all stakeholders, including his/her own professional behavior.
- A documented history of developing procedures for assessing the curriculum and implementing the use of research-based instructional strategies.
- A demonstrated ability to foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators.
- Understands state funding issues and has experience in how this can impact district operations.
- A demonstrated ability and experience in collaborating with faculty and community members, to respond to diverse community interests and needs, and to work with the community to obtain and assist with resources.
- A demonstrated ability and experience in developing collaborative partnerships with the greater community to support the learning priorities of the district.
- A demonstrated ability and experience in promoting the success and well-being of all students by adhering to ethical principles and professional norms.
- A demonstrated knowledge and experience with local, state and federal laws and mandates, board of education policies and ethical guidelines.

Terms of Employment:

The annual salary, benefits, contractual terms (12 month contract) and conditions of employment will be discussed in detail with the final candidate

Our School System:

System Enrollment: 2151
FY 26 System Budget: \$40 million
Staff: Certified =209 Classified =137

Application Requirements:

- Formal letter of application
- A copy of current resume
- A copy of the Georgia leadership certificate
- A list of four references to include names, addresses, and two contact numbers

Application Submission:

- Send completed application package to:
georgiaedleaders@gmail.com
(do not apply through the Bacon County School District)

Application Deadline:

- 5:00 PM (EST) on March 6, 2026

Georgia Leadership Associates will assist the Board of Education with the search for the new superintendent. Interested applicants should contact the search leaders, John Lairsey (912-276-0673) or Wes Taylor (229-300-3753). For more information visit: www.georgialeadershipassociates.com.



The Bacon County Board of Education does not discriminate on the basis of race, creed, color, national origin, sex, age, religion or disabling condition in educational programs, activities or employment.