

Georgia School Boards Association

SUPERINTENDENT SEARCH SERVICES

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GSBA



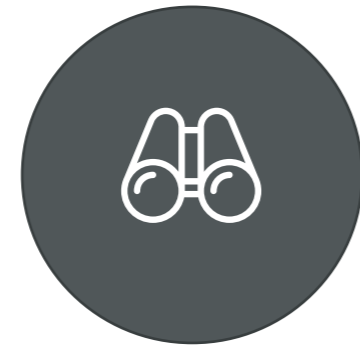
Public education in Georgia will provide all children an equitable and excellent education that prepares them for college, career, and life.



OUR VISION



GSBA



OUR MISSION



GSBA

The mission of the Georgia School Boards Association is to ensure excellence in the governance of local school systems by providing leadership, advocacy and services, and by representing the collective resolve of Georgia's elected boards of education.

Resource for Governance Teams



- State school boards associations exist as a professional resource and to provide services to locally elected boards of education
- Governance Team- a reference to the notion that boards of education and superintendents are teams meant to work together towards common goals
- State associations are staffed by a combination of former school board members, superintendents and professionals
- Staffing varies for state associations based on the needed services that the membership have deemed priority

State Association Board of Directors

- State association board of directors or board of trustees are typically appointed or elected regionally to represent all geographical locations of the state.
- The board of directors are a diverse group of people from all backgrounds and experiences coming together to advise on the direction of the state association

State Association Services



ADVOCACY & COMMUNICATIONS



POLICY



BOARD DEVELOPMENT



RISK MANAGEMENT



BOARD MANAGEMENT SOFTWARE



STRATEGIC PLANNING



SUPERINTENDENT SEARCH



FINANCIAL SERVICES

GSBA Strategy Map (2022-2027)

Governance Team Effectiveness

Build high performing governance teams

Promote implementation of an effective district strategic plan that creates a unified direction

Promote a safe environment that enhances the physical and mental well-being of staff and students

Public Support

Increase community engagement and support for public education

Promote a positive perception of public education

Increase our effectiveness and influence with State policymakers

Operational Effectiveness

Engage the GSBA Board of Directors in effective governance practices

Foster a climate and culture that unites our staff, leverages their strengths, and develops their capacity

Deliver superior services and support to meet the needs of our members

Ensure the effective use of resources to maximize staff time and capacity

ADVOCACY AND COMMUNICATIONS

Sharing the good news and standing up for public education

- **Represent member needs with state and federal policymakers**
- **Legislative bill tracking, research, reporting and talking points**
- **Monitoring and reporting on State Board meetings**
- **Legislative podcasts**
- **AGENDA magazine**
- **Member toolkits on critical issues**
- **Georgia's Vision for Public Education**

BOARD LEADERSHIP DEVELOPMENT

Training and equipping governance teams to raise student achievement

- **Unlimited board service consultation**
- **Discounted whole-board governance team training**
- **Discounted training workshops**
- **Board awards and recognition**
- **Access to COSSBA events and activities**
- **Access to member-only resources**
- **Free virtual training workshops and whole board trainings offered during 2020 pandemic**

PROFESSIONAL SERVICES

First-class, members-only and/or discounted services, supporting the work of the governance team

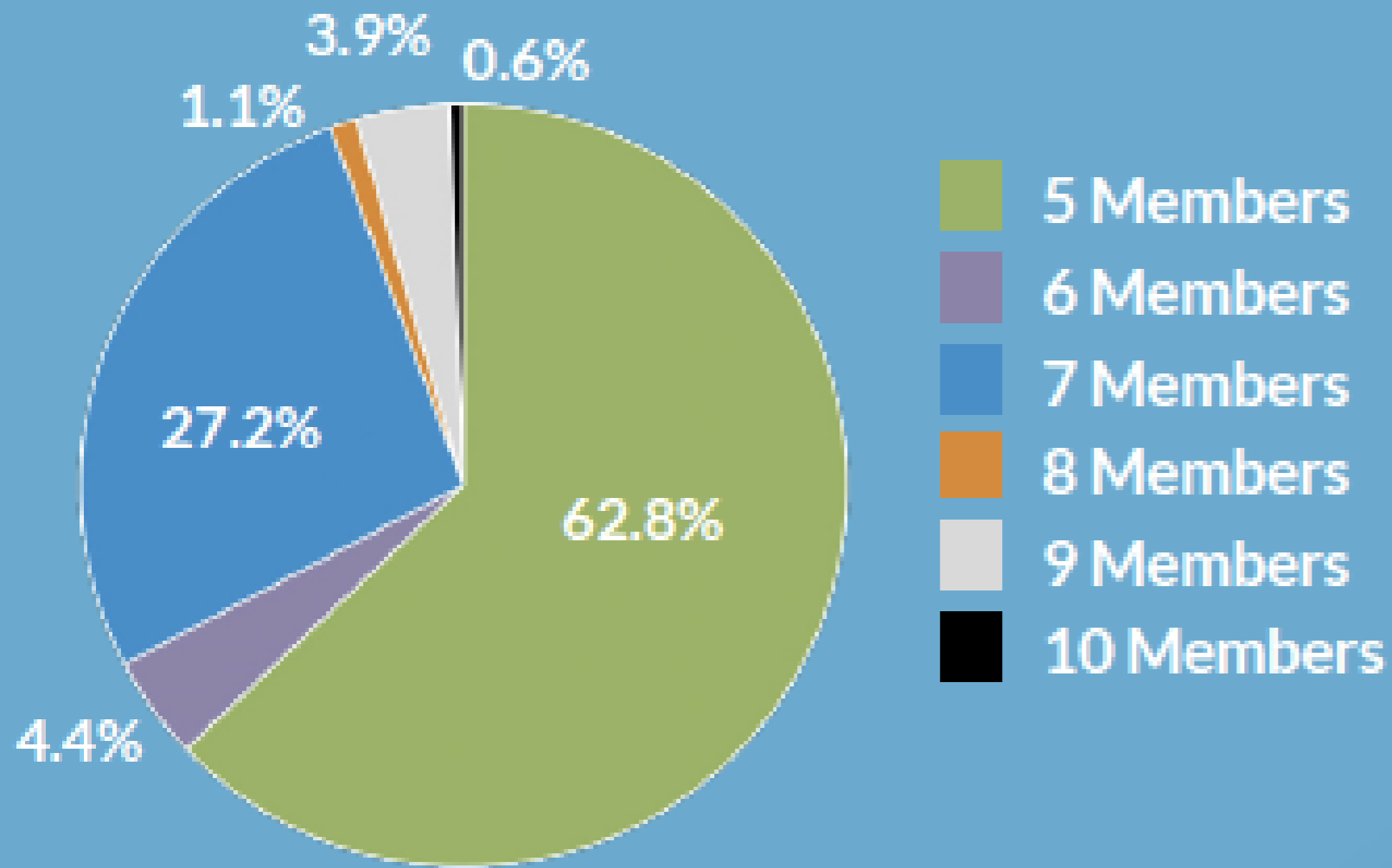
- **Exclusive access to policy services**
- **Simbli board management software**
- **Strategic planning facilitation**
- **Superintendent search services**
- **Risk management, safety and insurance services**
- **Lease-financing program**
- **Free BuyBoard purchasing cooperative**

NETWORKING AND COLLABORATION

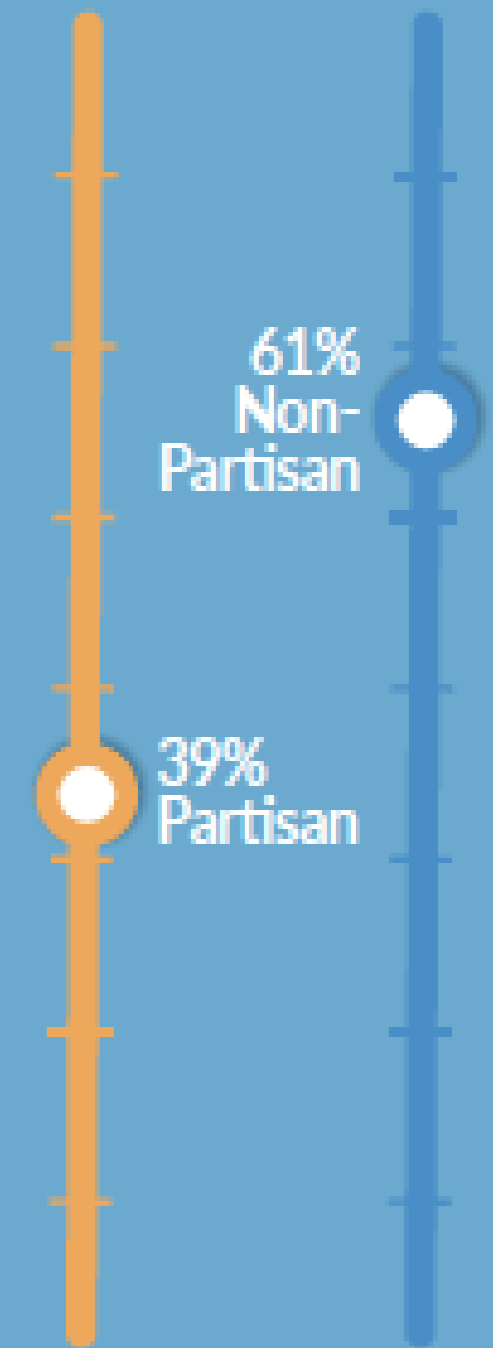
Providing opportunities to engage and learn with fellow members

- **Participation in multiple committees and task forces**
- **Access to the board mentoring program**
- **Access to the GSBA HUB online member-only community**
- **Free webinars and district meetings**
- **Two statewide conferences at discounted rates**

AVERAGE BOARD SIZE

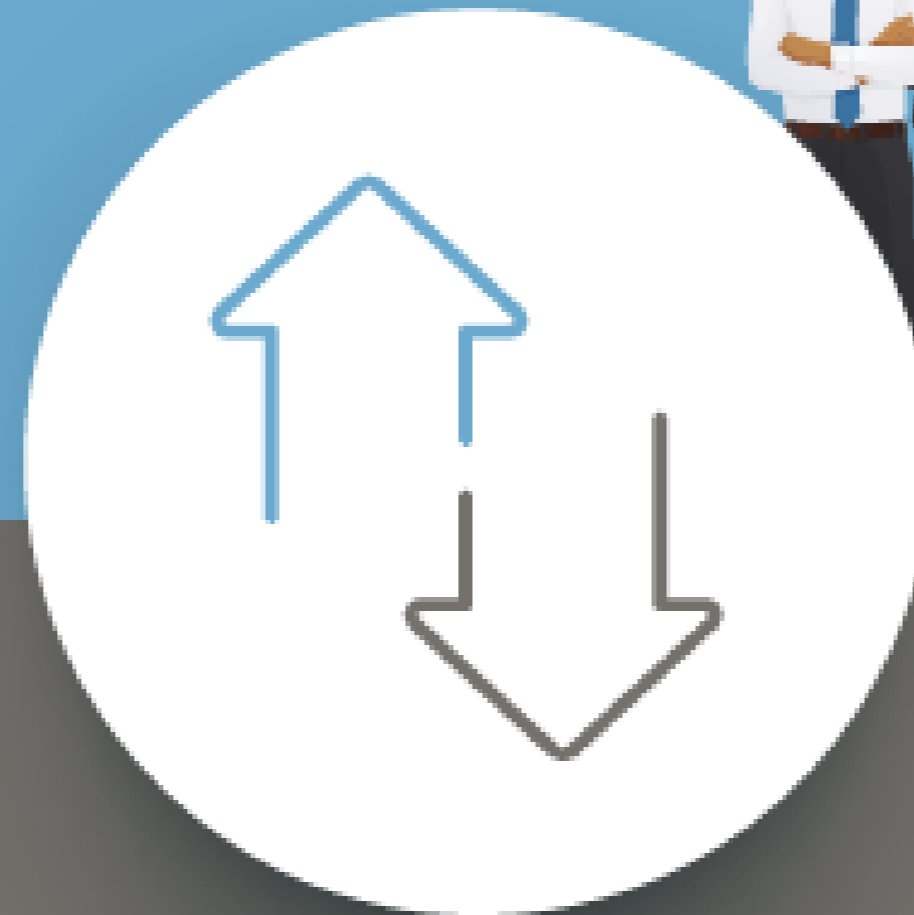


SCHOOL BOARD ELECTIONS



GETTING TO KNOW YOU

Georgia Board Members at a Glance



1,041
board members
in Georgia School
districts

DEDICATED TO SERVING YOU

GSBA's Impact on Improving Board Governance





SUPERINTENDENT SEARCH PROCESS



Selection and Employment of the Superintendent

“Likely the most important job
of the Board”



SELECTION AND EMPLOYMENT OF THE SUPERINTENDENT

Domain VI – Personnel


- The board of education employs a superintendent who acts as the Chief Executive Officer of the school system **(Standard A)**
- The board's search and hiring processes result in selecting a superintendent with the verified knowledge, expertise, skills and prior performance history that predict successful performance in execution of Superintendent duties and responsibilities in alignment with the school system strategic plan **(Element 1)**



THE GSBA SEARCH PROCESS

- GSBA has conducted the majority of the superintendent searches in Georgia— over 300 since 1987
- The scope of a GSBA search reaches candidates across the state, as well as nationally

GSBA SUPERINTENDENT SEARCH STRATEGY

- State and national advertising
- National Affiliation of Superintendent Searchers (NASS) partnership
- GSBA connection to NASS, with over 110 consultants located in 40 states
- National Superintendents Association (AASA) 

GSBA





GSBA SUPERINTENDENT SEARCH STRATEGY

- The search process is designed to allow each Board to individualize the search for its next superintendent around a *framework of leadership competencies reflecting best practices in educational leadership*
- The entire search process is guided by the *GSBA Superintendent Competency Framework*

The background of the slide features a faint, light blue organizational chart. At the top is a single icon of a person in a suit. Below it, the chart branches into two levels, each with two icons, and then into four levels, each with four icons, creating a hierarchical structure. The text is overlaid on this chart.

GOAL

To ensure that all aspects of the Superintendent Search Process include coherent themes and key competency areas with a clear focus and priority on leadership effectiveness and student achievement. This framework aligns various aspects of the search process with the national leadership standards



PSEL Standards

1. Mission Vision, and Core Values
2. Ethics and Professional Norms
3. Equity and Cultural Responsiveness
4. Curriculum, Instruction and Assessment
5. Community of Care and Support for Students
6. Professional Capacity of School Personnel
7. Professional Community for Teachers and Staff
8. Meaningful Engagement of Families and Community
9. Operations and Management
10. School Improvement

SIDE-BY-SIDE CORRELATION OF ISLLC 2008 AND PSEL 2015 STANDARDS

ISLLC 2008	PSEL 2015
1. Vision	1. Mission, Vision, and Core Values 10. School Improvement
2. School Culture and Instructional Program	4. Curriculum, Instruction, and Assessment 5. Community of Care and Support for Students* 6. Professional Capacity of School Personnel* 7. Professional Community for Teachers and Staff
3. Operations, Management, and Resources	5. Community of Care and Support for Students* 6. Professional Capacity of School Personnel* 9. Operations and Management
4. Collaboration With Faculty and Community	8. Meaningful Engagement of Families and Community*
5. Ethics	2. Ethics and Professional Norms 3. Equity and Cultural Responsiveness*
6. Political, Social, Legal, Cultural Context	3. Equity and Cultural Responsiveness* 8. Meaningful Engagement of Families and Community*



* Note. Individual PSEL standards designated with an asterisk (*) correlate to multiple ISLLC standards.

THE GSBA SUPERINTENDENT COMPETENCY FRAMEWORK

As a Result, the GSBA
Superintendent Competency
Framework includes multiple
research-based indicators.

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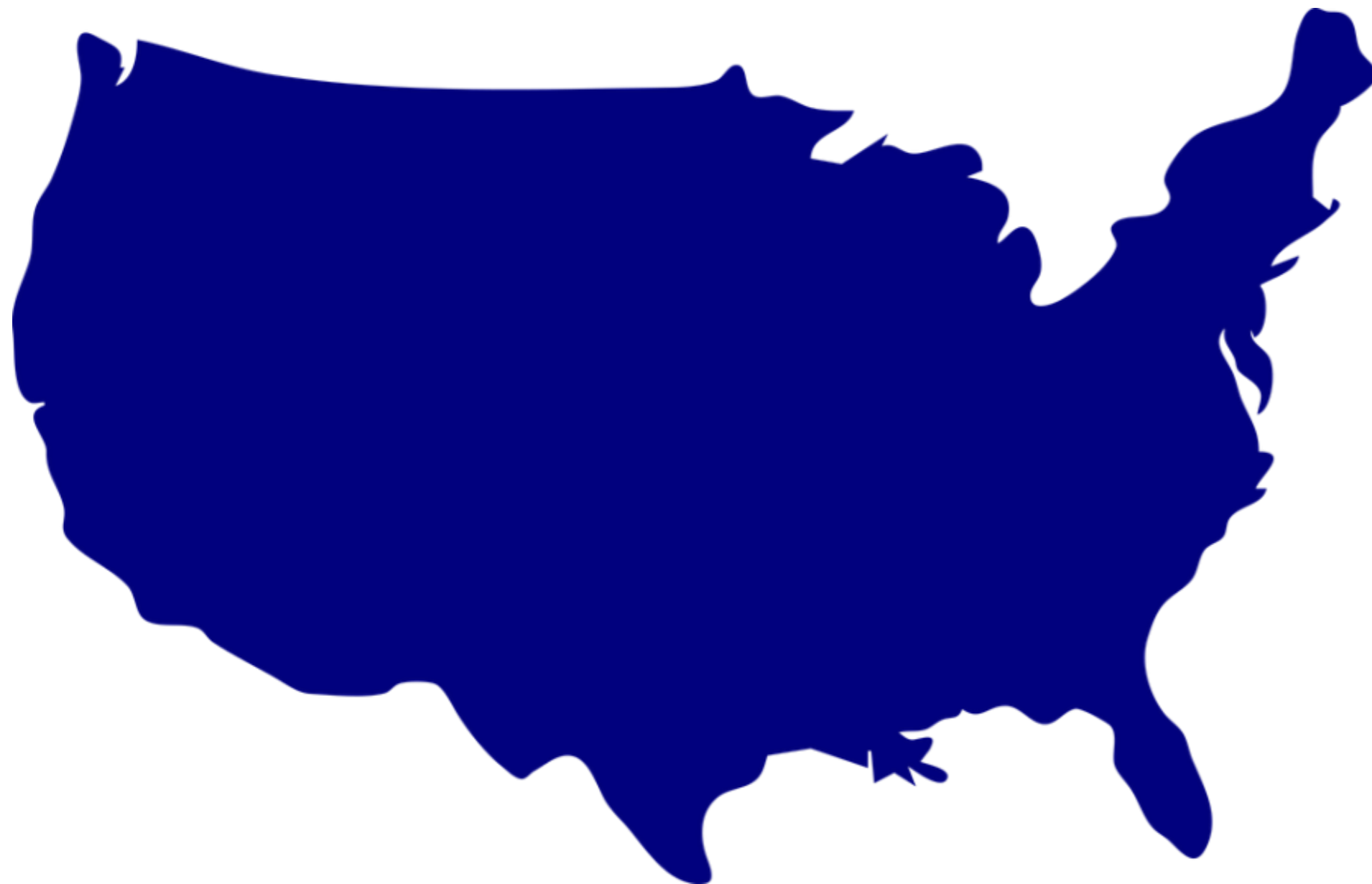


GSBA SUPERINTENDENT SEARCH ADVANTAGE

State and National Advertising

GSBA SUPERINTENDENT SEARCH ADVANTAGE

National Advertising



- Education Week Listing Plus Online
 - TopSchoolJobs.org (Over 200,000 Subscribers)
- NASS Database
- National Superintendents Association (AASA)
- National Job Bulletin
- Nationwide job board for school districts
- K12JobSpot.com
- School Superintendents Job Board
 - Schoolsuperintendentjobs.com
- Revelus Applicant Tracking System

State Advertising



- TeachGeorgia website
- Georgia School Superintendents Association (GSSA) website
- Georgia Association of School Personnel Administrators (GASPA) to Georgia School District HR leaders
- Georgia School Boards Association (GSBA) website with link to application
- GSBA Embr database
- 180 GA School Districts to Superintendents and Board Chairs
- Georgia Colleges and Universities
- All candidates who have applied in previous GSBA searches



GSBA Superintendent Search Advantage

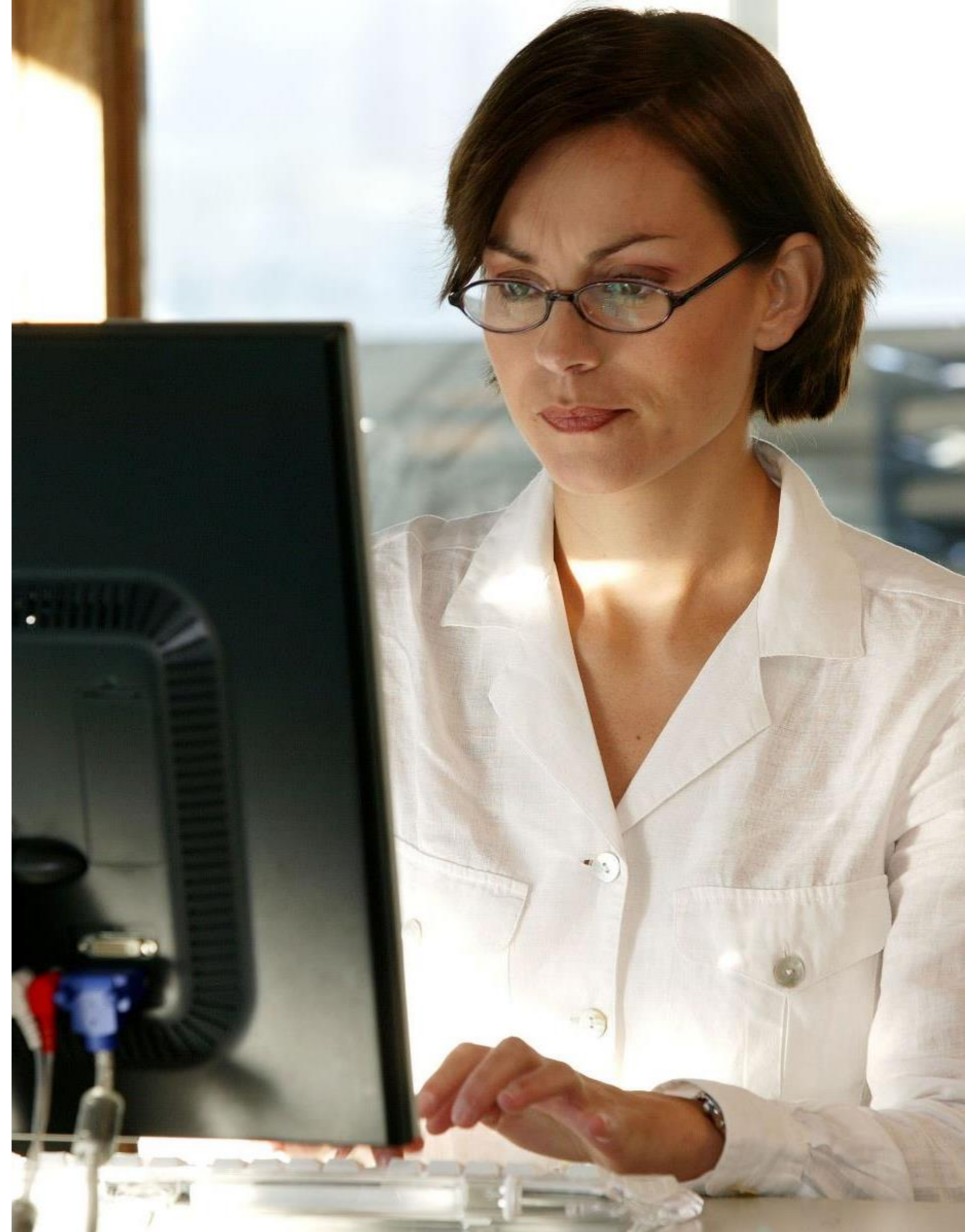
GSBA SUPERINTENDENT SEARCH ADVANTAGE

- GSBA assists local board in establishing criteria for recruiting and selecting superintendent
- Works with board to establish search time schedule
- Collaborates with the district on type/design of vacancy announcement
- Develops and distributes vacancy announcements and develops application based on local board survey and optional community survey feedback
- GSBA accepts online applications and responds to inquiries in efficient and confidential manner



GSBA SUPERINTENDENT SEARCH ADVANTAGE

- GSBA prepares the application review rubric aligned with district criteria
- Evaluates applicants utilizing local board established criteria via an external committee of GSBA educational professionals
- Conduct independent review and rating of applications based on evidence-based match to district criteria
- Conduct consensus review to determine placement of each applicant into groups
 - Three to four groups if there are candidates that do not meet one or more required qualifications
- Conducts extensive reference and social media checks



GSBA SUPERINTENDENT SEARCH ADVANTAGE

The Board of Education has work to do!



STEP #1

GSBA meets with BOE to review applications and reference checks



STEP #2

Will prepare BOE for the interview process, offer training and make aware of relevant timelines/legal issues



STEP #3

Board selects candidates for interview



STEP #4

GSBA schedules interviews with BOE for the time and place established by BOE



STEP #5

Interviews conducted by BOE with assistance as GSBA provides a staff member on-site to facilitate.



STEP #6

GSBA will assist the BOE with scheduling second interviews for final candidate(s)



STEP #7

Announce finalists

- *Georgia law requires that at least 14 days prior to appointing a superintendent, BOE must release to the media the information it has on as many as three candidates who are being considered*

(O.C.G.A. §50-18-72)

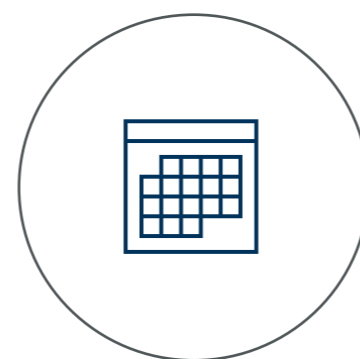


CONGRATULATIONS!

GSBA SUPERINTENDENT SEARCH ADVANTAGE

- ✓ Utilizes Harben, Hartley & Hawkins: Georgia's recognized experts in school law to address any legal questions that may arise
- ✓ BOE announces selection of new superintendent as GSBA provides info to BOE about items that should be discussed with final candidate
- ✓ GSBA sends letter to applicants not selected for position after authorization by BOE
- ✓ Offers assistance to BOE and new superintendent with 90-day entry/plan process
- ✓ Search process is designed to allow each Board to individualize the search for its next superintendent around a framework of leadership competencies reflecting best practices in educational leadership
- ✓ The entire search process is guided by the GSBA Superintendent Competency Framework





90-DAY SUPERINTENDENT ENTRY STATUS

Update

90-DAY ENTRY STATUS



FIRST 30-DAY BLOCK

“Listening/Learning, Diagnosing, Identify Key Priorities”



SECOND 30-DAY BLOCK

“Assessing Plans/Progress with Key Priorities from Previous Block”



THIRD 30-DAY BLOCK

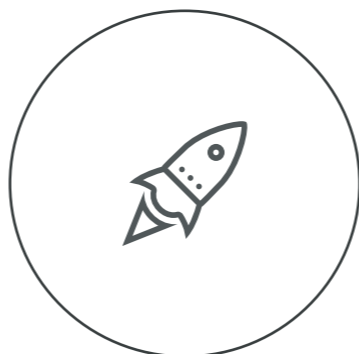
“Resources for any Pressing Initiatives, Early Assessments of Organization & Governance Team”

Customized Timeline

Superintendent Search Sample Timeline

Action	Timeline
Contract to completion of posting announcement	3 – 4 weeks
Posting to application deadline	4 – 6 weeks
Review of applications and reference checks	2 – 3 weeks
Meet with BOE to present applications	5 – 10 days
Interviews	4 weeks
Appointment of Superintendent	Board Decision
Superintendent’s reporting date	Negotiated

Georgia law requires that at least 14 days prior to appointing a superintendent, BOE must release to the media the information it has on as many as three candidates who are being considered (O.C.G.A. §50-18-72)

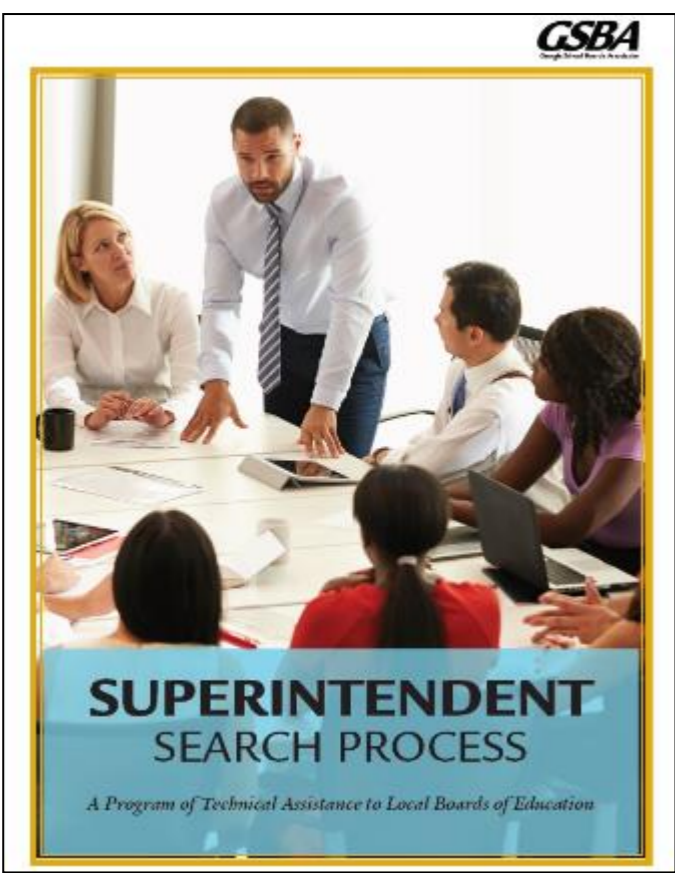


Superintendent Search Information

[GSBA.com Superintendent Search Services webpage](https://www.gsba.com/superintendent-search-services)

[Superintendent Search Marketing Video](#)

Brochure and Exhibit Banner



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