

Georgia School Boards Association Online Application

Williams, Barry - AppNo: 40

Date Submitted: 3/17/2017

Personal Data

Name: Dr. Barry W Williams
 (Title) (First) (Middle Initial) (Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: Barry Williams
 (Title) (First) (Middle Initial) (Last)

Email Address:

Postal Address

Permanent Address Number & Street: Apt. Number: City: Bremen State/Province: GA Zip/Postal Code: 30110 Country: United States of America Daytime Phone: Home/Cell Phone:	Present Address Number & Street: Apt. Number: City: State/Province: Zip/Postal Code: Country: Phone Number:
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Employment Desired

Closed Vacancy Desired:	Date Last Submitted	Experience in Similar Positions
JobID: 134 Administration: Superintendent of Douglas County School District at Douglas County Schools	3/17/2017	years

Experience

Please list ALL work experience, whether or not work was performed in a K-12 district or education setting. Include part-time as well as full-time work. Work Experience should be provided in reverse chronological order beginning with the current experience. For each experience, the final section must be completed to include provide major responsibilities, accomplishments, number of persons supervised, and budget for which you are/were responsible.

Current or Most Recent Position	Employer Contact Information	Supervisor/Reference Contact Information	
Douglas County Schools Executive Director of Special Education	9030 Hwy 5 Douglasville, GA 30110 770-651-2000	Ms. Pam Nail	
Date From - Date To: 07/2008 - 09/2016 (Total Yrs: 8)	Full/Part Time: Full Time	Last Annual Salary:	\$121,642
Reason for Leaving:	Still employed		
May we contact this employer?	Yes		
Major responsibilities and accomplishments at this position include number of people supervised, budget for which you are	Charged with directing the Department of Special Education, School Psychology, and Behavioral Services. Direct reports include 2 Assistant Directors of Special Education, Lead Psychologist, Supervisor of Special Needs Pre-School, GNETS Coordinator, and 3 clerical staff. Additionally, frequent contact with 3 area Supervisor of SPED, SLP Supervisor, Transition Supervisor, and Behavioral Specialist. Also function as a team member for the Department of Student Achievement and Leadership. Essential Duties include: Development and monitoring of annual strategic plan for special education, Administration of Federal IDEA budget of \$4,613,000, Assurance of compliance with all state and federal regulations pertaining to special education, Responses to parental complaints and legal actions, Providing guidance and consultation to building level administrators.		

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Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Carroll County Schools Principal and Director of Middle Grades Education		164 Independence Drive Carrollton, GA 30116 770-832-3568		Mr. John Zauner retired	
Date From - Date To:	07/1998 - 06/2008 (Total Yrs: 10)	Full/Part Time:	Full Time	Last Annual Salary:	\$93,000
Reason for Leaving:	Opportunity				
May we contact this employer?	Yes				
Major responsibilities and accomplishments at this position include number of people supervised, budget for which you are responsible.	Served as a building level and district administrator. Position include High School Assistant Principal, Elementary Principal, Middle School Principal, and Director of Curriculum and Instruction for Middle Grades.				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Bremen City Schools Classroom Teacher		504 Laurel Street Bremen, GA 30110 770-537-5508		Mr. Roger Couch	
Date From - Date To:	09/1991 - 06/1998 (Total Yrs: 7)	Full/Part Time:	Full Time	Last Annual Salary:	\$45,000
Reason for Leaving:	Administrative position				
May we contact this employer?	Yes				
Major responsibilities and accomplishments at this position include number of people supervised, budget for which you are responsible.	Taught social studies classes for grade 7-12. Coached various sports.				

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Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Carroll County Schools - Central High Classroom Teacher		165 Independence Drive Carrollton, GA 30116 770-832-3568		Mr. Louis Brummett Retired	
Date From - Date To:	09/1989 - 06/1991 (Total Yrs: 2)	Full/Part Time:	Full Time	Last Annual Salary:	\$30,000
Reason for Leaving:	Opportunity elsewhere				
May we contact this employer?	Yes				
Major responsibilities and accomplishments at this position include number of people supervised, budget for which you are responsible.	Taught social studies classes for grade 9-12. Coached various sports.				

Education

Please list ALL education and professional training completed. List education in reverse chronological order beginning with most recent degree completed. Do not send transcripts directly to GSBA. Scan and upload transcripts following the prompt in the online application.

Highest Degree Attained: Ed.D

Colleges, Universities and Technical Schools Attended:

Name and location	Dates Attended: From - To	Major area of study	Minor area of study	Degree	Date Conferred or Expected	Graduated
University of Alabama	01/2006 05/2010	Educational Leadership		Doctorate	05/2010	Yes
Jacksonville State University	06/1996 05/2001	Educational Leadership		Specialist	04/2001	Yes
West Georgia College	03/1987 08/1992	Secondary Education		Masters	08/1992	Yes

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Certification

Do you hold or anticipate a Georgia certificate?

Certificate is held

Type	Certificate Number	Expiration Date	Status
Leadership Field (Level 7, Educational Leadership)		2017	Current
Leadership Field (,)			

Please list any other endorsements and/or verifications documented on your certificate(s):

Do you hold a current out-of-state certificate? No

State	Type	Certificate Number	Expiration Date	Current?

List your out-of-state certified teaching/administration fields:

Statement

1. HONORS AND AWARDS List scholarships, articles authored, books authored, honorary degrees, citations, special recognitions, workshops conducted, major addresses, etc.

1. 1995 Teacher of the Year, Bremen High School
2. Director District J Georgia Association of Middle School Principals 2005 - 2006
3. 2005 Administrator of the Year, Carroll County Association of Educators
4. GCASE Board of Directors 2010 - 2013
5. Presentations:
 - a. Georgia Leadership Institute for School Improvement bus tour presenter.
 - b. The University of Alabama, Strategic Planning, Dr. Rose M. Newton.
 - c. The University of West Georgia, Leadership, Dr. Buford Arnold.
 - d. The University of West Georgia, Leadership, Dr. Stanley McCain.
 - e. From Paper to Practice: Monitoring Tools to Ensure IEP Implementation G-CASE Spring, 2012

2. OUTSIDE INTERESTS AND HOBBIES.

My interests include many outdoor activities. I enjoy cycling, gardening, hiking and spending time with my family outdoors. My golf skill are atrocious, yet I enjoy a round occasionally. As often as I can, I enjoy deep sea fishing. I consider myself a lifelong learner and enjoy reading a variety of topics for growth and for pleasure.

I am actively involved in my local church. I have served on many committees including Staff/Parrish relations, as both a member and chair, the Board of Trustees, and currently serve as Lay Leader. I enjoy a Sunday School teaching rotation that allows me to teach a wide range of classes including senior adults and middle school boys.

3. COMMUNITY ACTIVITIES. List the community organizations with which you are affiliated and are regularly engaged in activities. List the specific role (s), i.e. office held, volunteer, etc. you have played in each organization.

- First United Methodist Church
- Staff/Parrish Relations Committee
- Staff/Parrish Relations Committee Chair
- Lay Leadership Committee
- Lay Leader
- Certified Lay Speaker

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3. COMMUNITY ACTIVITIES. List the community organizations with which you are affiliated and are regularly engaged in activities. List the specific role \(\s\), i.e. office held, volunteer, etc. you have played in each organization.

Board of Trustees
Sunday School teacher

Professional References

	Reference 1	Reference 2
Name:	Dr. Gordon Pritz	Dr. Jerry Bell
School/Org:	Douglas County School System	Haralson County Schools
Current Position:	Superintendent	Superintendent
What is the best phone number to contact this person?		
Please list the cell phone if different from above.		
Mailing Address:	9030 Hwy 5 Douglasville, Georgia 30134	299 Robertson Avenue Tallapoosa, GA 30176
Email (required to most efficiently process your application)		
Relationship to Candidate:	Current Superintendent	Former Colleague
Years Known:	6 Years	10
	Reference 3	Reference 4
Name:	Dr. Christi Teal	Mr. Mike Roberts
School/Org:	Carroll County Schools	Heard County Schools
Current Position:	Assistant Superintendent	Associate Superintendent
What is the best phone number to contact this person?		
Please list the cell phone if different from above.		
Mailing Address:	164 Independence Drive Carrollton, Georgia 30116	131 East Court Square Franklin, Georgia 30217
Email (required to most efficiently process your application)		
Relationship to Candidate:	Former Colleague	Former Colleague
Years Known:	10	15
	Reference 5	Reference 6
Name:	Mr. Monte Beaver	Brandall Lovvorn
School/Org:	Landmark Christian School	Bremen City Schools
Current Position:	Middle School Principal	Member of the Board of Education
What is the best phone number to contact this person?		
Please list the cell phone if different from above.		
Mailing Address:		
Email (required to most efficiently process your application)		
Relationship to Candidate:	Former Colleague	Personal
Years Known:	8	25

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Additional Information

Provide any additional information that will help determine professional qualifications for the superintendent's role.

Thank you for reviewing the information enclosed in this application. Completing the questions specific to the Douglas County School system has given me some insights into the characteristics you are seeking in a superintendent. It has given me the opportunity to reflect on my experience and skill set as well. I am certain I am a match for your system and I'm excited about the possibility of speaking with you further about the position.

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Douglas County School District Specific

Indicator 1: Education, Training and Licensure

Tell us how your education, training and experience have prepared you for the superintendent's role and why you are interested in this particular position.

My formal education has certainly prepared me for the role of superintendent. I spent 15 of my first 23 years as an educator in graduate classes. I found that participating in Ed. S. and Ed. D. classes while serving as a building and system administrator made the course work relevant and the learning more meaningful. I was able to receive information from a position of understanding and refine my thoughts and practices. Specific training I've received over the past 27 years has been continuous as well. I've participated in many system level learning opportunities, RESA and GLRS classes and consortia, state and national conferences through GAEL, GACIS, GAMSP, and GCASE. I've participated in State Department sponsored SELDA cohorts and most recently GSSA's District Office Professional Development Program. I've had specific training in budget preparation and in human resource management as well as talent acquisition. I have received formal training in mediation and dispute resolution. I've had numerous trainings in many areas of curriculum and instruction. I've spent a great deal of time learning and researching strategic planning. Each of these learning opportunities has provided great learning experiences that I've been able to utilize in my current field.

On the job education has been of great value as well. Because I have experience in three school systems I've learned a soft skill set that should translate nicely to the role of superintendent. I've learned that seeking to know the "why" is much more important than the "how". Understanding to appreciate and honor the work of those before you is key to establishing trust and rapport.

My interest in this particular position stems from my relationship with this system for the past several years. Since joining the Douglas County team in 2008 I have served as a system administrator in general education and special education. I have watched the system develop and have been part of some significant growth. Although I am excited by the many positive steps we've taken I have a vision for even better things to come. I would enjoy the opportunity to lead this system to the next level of excellence.

Indicator 2: Vision, Mission and Beliefs

Share how you will go about effectively listening to and representing the interests and concerns of students, staff, parents and community members in carrying out the mission of the district.

Effective listening is vital to establishing trusting relationships. It is also the first step in seeking to understand the other group or individual and a necessary skill if we are to achieve synergy. Effective listening requires a fair amount of self-discipline and control and can only take place if the listener is open to new ideas. It also requires listening for understanding rather than waiting to respond. I find, in leadership roles, effective listening has to be accompanied by effective questioning. The questions we ask reveal our values and expectations and can easily hijack an effective discussion if we are not careful. Questions should be an invitation for participation rather than a quiz for information. It's important to put personal agendas aside and listen to gain understanding.

Providing a structure for communication that is constant and two way is vital to accomplishing the mission of the school district. This can be done in many ways. First is to provide a venue for each stakeholder group to meet individually for the opportunity to express their specific views. Allowing each group the opportunity to have their own time gives them undivided attention and a more comfortable format to be honest. I anticipate having student advisory groups across levels and doing the same for teachers and parents. Capturing information from the community at large requires visiting them where they are in the many different arenas. It's also important to listen to the voice of social media and provide feedback via surveys. The challenge comes in blending the many voices of each group into a collective singular voice. This happens by allowing representatives from each group to come together to share ideas. Keeping the mission of the Douglas County School System present in all meetings with stakeholders provides a focus that promotes progress. This mission will be the focus of each group's discussion.

Indicator 3: Leading Learning

How would you ensure that our curriculum is viable, rigorous and aligned with appropriate performance standards? How should instructional strategies be coordinated with the curriculum to meet the unique needs of each child?

Aligning curriculum, instruction and assessment is job one in a school system. Getting this done requires, first and foremost, hiring the best teachers and building level administrators available. There simply is no substitute for a quality teacher so hiring effective classroom teachers is the very first step in aligning curriculum, instruction, and assessment. Principals have the most significant impact on school performance so effective hiring practices and professional learning for them is key to success. I expect to clearly communicate expectations to principals and allow them guided autonomy in regards to running their particular schools. Beyond this I think having the appropriate tools in place for our teaching and administrative staff is vital. Equipping them with appropriate teaching and learning resources, learning management systems, and data warehousing tools is a critical piece. The right people with the right tools can get the

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How would you ensure that our curriculum is viable, rigorous and aligned with appropriate performance standards? How should instructional strategies be coordinated with the curriculum to meet the unique needs of each child?

job done. My job as superintendent is to make this happen. A superintendent too involved in the teaching and learning process becomes a micromanager and a possible impediment to success. Conversely, a laissez-faire approach leaves progress to chance and sends a message of disengagement. Striking the balance will be my goal.

Having an effective central office department of curriculum that works well with professional learning further supports and advances the work of teachers and principals. As superintendent, I think it's important to have an overarching, global understanding of the CIA framework and to have constant contact with the Chief Academic Officer regarding making curriculum, instruction, and assessment work in concert. I expect my staff and me to remain current through maintaining contact with the state department and professional organizations that work to define best practices in teaching and learning. My role as superintendent is to first and foremost establish an expectation of excellence in all of these areas and communicate that expectation to building level administrators through the Chief Academic Officer. Establishing the academic vision will be done collaboratively with district and school leaders, parents, students, and community stakeholders. We will also establish a means by which we will hold ourselves mutually accountable. Our conversation about these expectations will be without ceasing and we will develop an attitude of constant monitoring.

Indicator 4: Operations and Management of Organizational Systems

What experiences have you had in past roles in managing the key operational aspects of transportation, nutrition, budgeting, technology, etc? Share how these experiences have given you the key knowledge and skills needed for managing these functions at the superintendent's level.

As Executive Director of Special Education in a metro district I've had the opportunity to work extensively in all areas of operations. My current system currently runs 48 special education bus routes daily in addition to CBI and other special trips. My department assists in training drivers and bus aides for our students. Personnel from my office are in constant contact with route supervisors to adjust routes as needed. I work closely with M&O when designing new or renovated special needs classrooms. As specific facility needs arise we work with our Asst. Supt. of Operations to meet those needs. We work hand in glove with technology when addressing specific AT needs. We coordinate with food services to accommodate special diets and to provide meals during ESY programs. I am heavily involved in the budget development process with our CFO. I have a specific bookkeeper to handle the IDEA budget of \$4.6 million. In regards to strategic planning the work of my department is integrated into the department of teaching and learning although I am responsible for the IDEA SSIP. I also point out that my department employs over 325 professional employees and 230 para professional employees. We are heavily involved in hiring, professional development, and providing support for those at risk of being recommended for non-renewal. Every facet of a school system is handled within my department.

Indicator 5: Collaborating and Communicating with Multiple Stakeholders

The Douglas County Board and community expect their chosen candidate to have demonstrated the ability to collaborate with faculty and community members, respond to diverse community interests and needs and mobilize community resources. As superintendent, how will you successfully address each component?

Similar to the answer given in question two above, I think the first step is to provide a forum for the many groups to express not only their concerns but also the opportunity to express their vision. We are diverse and our interest and needs require us to look for as many paths to success as possible. Too often community resources are sought to fill a need or to solve a specific problem. I think it's best to mobilize needs around a vision for the future. If we can better define a concrete vision and explain what that looks like in terms of student outcomes we can increase ingenuity. I think the best way to address this is by involving and empowering the teachers and building level administrators in the process. We need to engage parent/teacher organizations in efforts beyond fund raising and school projects. Partnering with civic groups, businesses and faith organization will help the efforts.

Indicator 6: Ethical Principles and Professionalism

What safeguards do you think should be in place to ensure that the values of democracy, equity, justice, community and diversity are held high in your district?

When considering these very important true north principles it is important to first know the community you serve and appreciate the power of diversity. I think Douglas County has taken the proper steps to highlight and celebrate the diversity of the district. A diverse student population deepens personal growth and increases social awareness for all students.

To ensure these values are protected we need to explicitly teach them as part of our everyday character curriculum. I appreciate our efforts in this area through the Leader in Me program at Mt. Carmel and Mason Creek Elementary. Several of our high schools engage students in leadership development opportunities. The partnerships we have with local organizations and participation in conferences

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What safeguards do you think should be in place to ensure that the values of democracy, equity, justice, community and diversity are held high in your district?

such as The Power in Truth help promote these values. Making these ideals a part of life requires an intentional daily effort that makes equity and justice life habits. I am a firm believer that a system wide focus on positive behavioral supports is the foundation of these habits.

In addition to explicitly teaching the students, it is important to engage all stakeholders in this important and ongoing conversation. I would suggest further developing our diversity committee, comprised of all stakeholders, charged with advancing the principles mentioned above taking the conversation to the community at large. Too often, these conversations are clumsy and uncomfortable primarily because we lack understanding. Providing a forum and structure for discussion is the first step to safeguarding the ideals mentioned.

Finally, it's important to recruit and seek a workforce that reflects the diversity of the community and schools we serve. If we are to close the achievement gap and safeguard democracy and justice it's critical to have qualified and a compassionate educators with whom children can identify. Teachers who have shared similar backgrounds with the students they teach are better able to establish rapport and serve as roles models. Students can then see a real example of how academic achievement can be respected and beneficial.

Indicator 7: The Education System

The Douglas County Board expects you to provide leadership for the board to aid their understanding of the "team governance model" and the separation of authority of the board and superintendent. What is your understanding of the role of the board versus the role of the superintendent? How would you establish and maintain this clarity in roles while ensuring that both entities work together as a true governance team?

If the board of education and superintendent each operate from a position of open communication founded on mutual trust and respect, working together as a team becomes a natural consequence. It is important to know that there is a defined order. Specifically, in all matters, the board is first and the superintendent is second. This is because the board get its authority from the citizens of the district and the superintendent gets authority from the board. I respect that relationship. While I will always be transparent in my opinions and will provide leadership in all matters I will respect and promote the decisions of the board. Certainly there are defined roles in regards to many overarching areas. For example, the board adopts policy while the superintendent implements policy. The board establishes the beliefs, mission, vision and goals while the superintendent leads strategy, objectives, evaluation and assessment of such. The board approves the budget while the superintendent implements and monitors the budget. The board votes, the superintendent recommends. These defined roles are clear but there should not be a wall of separation between entities. A clear line of demarcation with an ever present mutual respect and trust makes for a better team. Clarity of roles is best maintained when integrity is exercise by all parties involved in the relationship.

Indicator 8: Personal Qualities

Judgment - If a parent group contacts you with complaints about a particular principal's failure to address their concerns, how would you handle the situation?

My first action is to always make sure the parent or group has, in fact, addressed the concern with the principal. Often times parents quickly jump to the head of the line in an effort to circumvent the school authority. My goal will always be to put the principal in a position to solve their own issues which supports their credibility with the involved stakeholders. I will involve the central office chain of command to make sure we have exhausted all avenues to remedy the issue. We have people and structures in place and I want to make sure we are utilizing both. If I need to intervene, my goal will be to guide the principal to the right decision behind the scenes as much as possible. I want principals to feel supported in their decisions and parents and groups to be confident that effective building leadership can handle all issues.

Values @ Share some examples of things in life that you value most and that determine how you live your life - both personally and professionally.

I believe in the America that is defined in the Declaration of Independence and Constitution of the United States. I believe in freedom and government by the people. I believe freedom and responsibility are necessary partners and helping others understand the power of personal choice is the best gift we can give them. Educating children so they become responsible decision makers is paramount in our society. I value family. I was blessed to be born into a strong family and blessed, again to marry into yet another strong family. I was taught patience and hard work and I've tried to pay this forward. Schools are gathering places for families and want them to be comfortable and inviting. I believe in restoration and forgiveness. There is good in everyone and I seek it out as much as possible. I love nothing more than helping others discover their best and encouraging them to use. I lean on three verses of scripture to articulate a six

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Values @ Share some examples of things in life that you value most and that determine how you live your life - both personally and professionally.

word story to guide every facet of my life, be it personal or professional. I use Psalm 46:10, 1 Corinthians 13:1, and Galatians 5:22-23 to construct the follow mantra: "Be Still, Be Real, Bear Fruit". I look forward to elaborating on this in the interview setting.

Customer Focus - Describe a situation where you decided to implement a significant change but one or more constituency group did not support it. How did you proceed and describe the outcome?

My second year as principal I was charged with opening a new middle school that would consolidate two rival schools from two very distinct small towns. The decision to open the school divided the board, divided the small towns, place stress on the teachers and was difficult for students. Additionally, the superintendent that hired me for the position resigned less than two weeks after I was hired. It became clear very quickly that the task would be difficult. My method of operation was to engage as many different stakeholder groups as possible in their own backyards and listen to their concerns. I involved them in the decision making process as much as possible and worked to cast a positive vision for what we could grow into. Every decision we made was based on what was best for students and each side had to put selfish interest aside. This was the toughest administrative position I've ever held. Early on we established a mantra of "Expect Excellence". Those two words were present in every classroom and constantly preached to every group. Against strong opposition we successfully opened the school and took advantage of every opportunity to celebrate success. We consistently posted the highest standardized test scores across the district, had students recognized in many venues and established a professional reputation across the county. We had teachers receive district and area recognition, we were honored by the state board of education and had the state school superintendent visit our school to learn about an innovative technology class we developed. I was honored by my county as the Administrator of the Year due to the collective work of so many.

Global/Future Perspective - How do you stay current and involved in educational issues on the state and federal levels? How is this valuable to your school district?

Staying current in educational issues requires connecting with professional groups and organization. Affiliations with GAEL umbrella organizations, attending conferences and reading professional journals and news feeds is important. It's also important to stay in touch with the political perspective through news feeds and literature. The most valuable means of staying involved and current comes through maintaining constant contact with colleagues throughout the metro- district, state and region. The added value to our district is that we reduce our blind spots as we are constantly introduced to new ideas.

Organizational Ability - If asked, how would your staff describe you? What positions would be critical on our executive staff team? What kinds of people would you want on your team?

I am confident that, if asked, my staff would describe me as a leader that includes and empowers each individual. Over the past six years in my current role I have intentionally worked to increase the leadership capacity of every person within my circle of influence and I explicitly ask my direct reports to do the same. I insist that we hold each other mutually accountable with an iron sharpens iron philosophy. People in my department will tell you that I lead by asking guiding questions and that I always seek their input. Explicitly, I tell every new supervisor to "make mistakes with confidence" and view every mistake as a growing opportunity. As a team, we have developed a culture of constant scrutiny that seeks to solve problems before they become crisis. My staff would describe me as a collaborator and as a person genuinely concerned with and engaged in their professional development. I want people on my team who are diligent in their work but focused on developing others. I want people that embrace the belief that we must cultivate the leadership potential of every employee, student, and parent in our school system. That statement is taken directly from the Douglas County Schools mission and vision statement and I want a team of people that believe and demonstrate that. I appreciate the current structure we have on the executive team in Douglas County. I think all critical positions are in place but I would suggest some adjustments and role clarification. I think our executive team must be aligned to address the published goals and beliefs of the district. Beyond the executive cabinet level I would advocate for a level executive directors rather than area. I think the specific needs of each principal group would be better served in this manner.

FIT for the Position/Community - Why have you applied to be superintendent in Douglas County? Why do you believe you will be successful here? Are you willing to relocate to Douglas County and become a part of our community?

I have applied for this position because I see Douglas County as the best opportunity within the metro area to have a premier school system. I do not feel there is a better good to great opportunity anywhere. We are big enough to do great things yet small enough to keep it personal. Our tax base, community support and very strong partnerships with businesses puts us in a prime position. We also

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FIT for the Position/Community - Why have you applied to be superintendent in Douglas County? Why do you believe you will be successful here? Are you willing to relocate to Douglas County and become a part of our community?

have an excellent teaching corps and some very strong building level administrators. It excites me to think of what we could become. I believe I would be successful because I'm close enough to the inner working of the Douglas County system to be familiar but far enough away to be a new breath. I think I've established positive relationship across this county and within the central office. Yes, I am willing to relocate and engage in the community.

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Personal Affirmation

* 1. Have you ever been dismissed, suspended or terminated from any professional, educational or management employment position? No

1a. If you answered yes to Question 1, please provide the date and name and address of the employer, and stated reason for the adverse action here.

* 2. Have you ever resigned or been given an opportunity to resign, withdraw an employment application, or not offered reemployment as a result of charges, or a disagreement or misunderstanding with an employer? No

2a. If you answered yes to Question 2, state the date(s), name and address of the employer(s) and a reasonably full statement of the basis and circumstances here:

* 3. Do you understand that because of the nature of the position for which you are applying, that the school district-employer may require a background check, including a search of fingerprint, criminal records and credit history? Yes

* 4. Do you agree and consent for such background search and investigation to be conducted, and agree to hold the school district and Georgia School Boards Association and all officials, representatives and employees of the foregoing harmless from all claims for libel, slander, invasion of privacy, intentional infliction of emotional distress and similar claims? Yes

4a. If you answered no to Question 4, please explain.

* 5. Have you ever had an adverse action (i.e. warning, reprimand, suspension, revocation, denial, voluntary surrender, disbarment) taken against a professional certificate, license or permit issued by any state agency? No

5a. If you answered yes to Question 5, please explain.

* 6. Are you currently the subject of any investigation involving a violation of a profession's laws, rules, standards or Code of Ethics by any state agency? No

6a. If you answered yes to Question 6, please explain.

* 8. Have you ever received a less than honorable discharge from any branch of the armed services? No

8a. If you answered yes to Question 8, explain here. Then, upload Form DD214 at item 8b.

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Personal Affirmation continued

8b. If you answered yes to Question 8, upload Form DD214 here. File size maximum is 2 MB.

* 9. Have you ever left an employment position (been asked to resign or retire, been dismissed, terminated, suspended, non-renewed or otherwise) while under investigation OR under circumstances that were not solely voluntary? No

9a. If you answered yes to Question 9, please explain.

* 10. Are you currently the subject of an investigation involving sexual misconduct or physical harm to a child? No

10a. If you answered yes to Question 10, please explain.

* 11. Are you the subject of a pending investigation involving a criminal act? No

11a. If you answered yes to Question 11, please explain.

* 12. For any felony or any crime involving moral turpitude, have you ever: Pled guilty; Entered a plea of nolo contendere; Been found guilty; Pled guilty to a lesser offense; Been granted first offender treatment without adjudication of guilt; Participated in a pre-trial diversion program; Been found not guilty by reason of insanity; or, Been placed under a court order whereby an adjudication or sentence was withheld? No

12a. If you answered yes to Question 12, please explain.

13. Have you ever been convicted, or pled to a lesser offense for any sexual offense? No

13a. If you answered yes to Question 13, please explain.

14. Have you been convicted of a drug offense (felony or misdemeanor) while holding any professional certificate, license, or permit? No

14a. If you answered yes to Question 14, explain.

* 15. Do you have a relative(s) on the Board of Education or relative(s) employed after July 1, 2009 as a school district administrator in the district for which you are making application? No

15a. If you answered yes to Question 15, explain.

Upload additional supporting documents here.

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Williams, Barry - AppNo: 40

Date Submitted: 3/17/2017

Personal Affirmation continued

STATEMENT OF AFFIRMATION

I affirm that all information is true and correct. I understand that the information contained in this application will be used to assess my qualifications for the position of Superintendent and hereby give my permission that any or all of the attached materials may be shared with individuals authorized to evaluate my credentials. Type your full name in the box below and click the button to digitally sign.

X	Signed: Barry Wyatt Williams <small>Stamped: 11/12/2015 1:23:07 PM; 168.8.230.53; Applicant - #40 - Barry Williams;</small>
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* Date

03/16/2017 07:41 pm

Dr. Barry W. Williams

March 16, 2017

Georgia School Board Association
Lawrenceville, Georgia 30043
Attn: Ms. Trudy Sower
Superintendent Search Committee, Douglas County School System

Dear Ms. Sower,

I am writing with genuine excitement in reference to your advertisement for the position of Superintendent for Douglas County Schools. I have reviewed your announcement and desired qualifications and I know my credentials and interests match with your requirements. I would appreciate the opportunity to meet with the Board to discuss their vision for the Douglas County School System. Please accept this as my letter of interest in the position. You should find my complete application posted on the GSBA website as required.

I am presently serving the Douglas County School System as Executive Director of Special Education; a position I have held for nearly six years. Additionally, my 18 years of administrative experience includes time as a high school assistant principal, an elementary principal, a middle school principal, and director of middle grades. My nearly 28 year career also includes experience as a classroom teacher for middle and high school. My diverse administrative experience has given me a global perspective and has equipped me to serve a system as Superintendent. I have experience in strategic planning and have helped my department and system develop a culture of establishing and monitoring annual goals. I have knowledge in administration, teaching and learning, human resources, technology, financial management, facilities and school law. My skills as a public speaker make me a very effective communicator allowing me to share the system mission and vision to various audiences. In regards to good moral character, I am confident my references will speak highly of me and my reputation will reflect the qualities the Douglas County BOE desires in a superintendent.

Although I am enjoying my present position, I am excited about the possibility of serving as Superintendent. I have dedicated nearly 10 years to the Douglas County System and I would be honored to serve the community and system to a greater degree. I am encouraged by the progress and direction of the system and excited about the possible next steps. I look forward to meeting with the Board soon to discuss this position. Thank you in advance for your time and consideration.

Sincerely,

Barry Williams

Dr. Barry W. Williams, Executive Director of Special Education
Douglas County School System

Dr. Barry W. Williams

Objective

- It is my desire to serve as Superintendent of the Douglas County School System

Education

DOCTOR OF EDUCATION | 2010 | UNIVERSITY OF ALABAMA

- Major: Educational Leadership
- Dissertation Topic: *Organizational Health and Mindfulness as Predictors of School Effectiveness: Using the Balanced Scorecard*

EDUCATIONAL SPECIALIST | 2001 | JACKSONVILLE STATE UNIVERSITY

- Major: Educational Leadership

MASTERS OF EDUCATION | 1992 | WEST GEORGIA COLLEGE

- Major: Secondary Education

BACHELOR OF SCIENCE IN EDUCATION | 1989 | WEST GEORGIA COLLEGE

- Major: Secondary Education

Experience

CENTRAL OFFICE ADMINISTRATION | DOUGLAS COUNTY SCHOOL SYSTEM | JULY 2008 - PRESENT

- **Currently serve as Executive Director of Special Education**
 - Directly supervise two Assistant Directors, Coordinator of G.N.E.T.S., Supervisor of Special Needs Pre-School, and Lead Psychologist.
 - Direct and coordinate implementation of Georgia curriculum for Special Education
 - Work collaboratively with the Department of Teaching and Learning to ensure vertical alignment of system initiatives.
 - Assist in coordinating the system consolidated application and budget for I.D.E.A.
 - Assist legal counsel in all matters of I.D.E.A.
 - Direct and coordinate all Special Education budgets and allotments.
 - Assist in coordinating staff development opportunities for professional and para-professional staff.
- **Previously served as Executive Director of Middle Grades Education**
 - Directly supervised all middle school principals.
 - Work collaboratively with elementary and high school central office staff to ensure vertical alignment of system initiatives.
 - Direct and coordinate implementation of Georgia curriculum and state initiatives.
 - Actively involved in the development of the system strategic plan and balanced scorecard.
 - Assist in coordinating staff development opportunities for professional staff including the system Aspiring Leader's Program.
 - Direct and coordinate all middle school teacher allotments.

Experience *(Continued)*

BUILDING LEVEL AND DISTRICT OFFICE ADMINISTRATION | CARROLL COUNTY SCHOOL SYSTEM | 1998 - 2008

- **Director of Middle Grades Education**
 - Assist in supervising all middle school principals.
 - Work collaboratively with elementary and high school central office staff to ensure vertical alignment of system initiatives.
 - Direct and coordinate implementation of Georgia curriculum and state initiatives.
 - Assist in coordinating staff development opportunities for professional staff including the system Aspiring Leader's Program.
- **Middle School Principal, Jonesville Middle School**
 - Charged with opening a new facility in 2000.
 - Was heavily involved in the final stages of construction and securing furniture bids.
 - Hired and supervised professional and classified staff for the entire building.
 - Successfully established a culture of excellence for a new school.
- **Elementary School Principal, Bowdon Elementary School**
 - Supervised professional and classified staff for a student body made of grades 3-8.
 - Planned and implemented the transition of grades 6-8 to a new middle school.
- **High School Assistant Principal, Villa Rica High School**
 - Charged with overall building management for grades 9 – 12.
 - Served as a member of the Carroll county Schools discipline policy committee.
 - Heavily involved in the strategic planning process for the school academic programs.
 - Involved in the planning of a school wide construction project.

CLASSROOM TEACHER | CARROLL COUNTY AND BREMEN CITY SCHOOL SYSTEMS | 1989 - 1998

- **Bremen High School and Bremen Middle School 1991 - 1998**
 - Taught various Social Studies classes grade 7 – 12.
 - Selected by peers as 1997 Bremen High School Teacher of the Year.
 - Served as a member of the school leadership team.
 - Served as class sponsor and graduation coordinator.
 - Coached varsity, junior varsity, and middle school football and wrestling.
- **Central of Carroll High School 1989 - 1991**
 - Taught various social studies classes.
 - Coached varsity and junior varsity football and golf.

ADDITIONAL INFORMATION

- GSSA, Cohort 6 District Office Professional Development Program participant.
- Cohort 10 Georgia Leadership Institute for School Improvement participant.
- Project Director, ADVOCATE Success, ESSC U.S. Department of Education grant.
- Former GCASE District 4 Board of Directors
- Former GAMSP District J Board of Directors
- Spring 2012 GCASE presentation – *From Paper to Practice: Monitoring Tools to Ensure IEP Implementation.*
- Dissertation Committee Member for Dr. Chad Flatt, The University of Alabama. *Adverse Employment Actions and Public School Administrators; An Analysis of Litigation, 1981 – 2010.*
- Dissertation Committee Member for Dr. Christi Teal, The University of Alabama. *Free Appropriate Education: Gleaning Guidance for Schools from the Higher Courts.*
- SACS visiting team member, Central of Carroll High School
- School Improvement Team visiting member with West Georgia R.E.S.A. – Manchester Middle School
- GAPSS Analysis Team member with West Georgia R.E.S.A.
- Various professional affiliations.
- Various guest presentations for graduate classes.

References

Dr. Gordon Pritz, Superintendent
Douglas County School System

Dr. Jerry Bell, Superintendent
Haralson County School System

Mr. Mike Roberts, Associate Superintendent
Heard County School System
131 East Court Square
Franklin, Georgia 30217
706-675-3320

Dr. Christi Teal, Assistant Superintendent
Carroll County School System

Mr. Monte Beaver, Middle School Principal
The Landmark Christian School

Brandall Lovvorn, Pharm. D.
Bremen City Schools
Board of Education, Post 2

Rev. Gerald Varner
Bremen First United Methodist Church