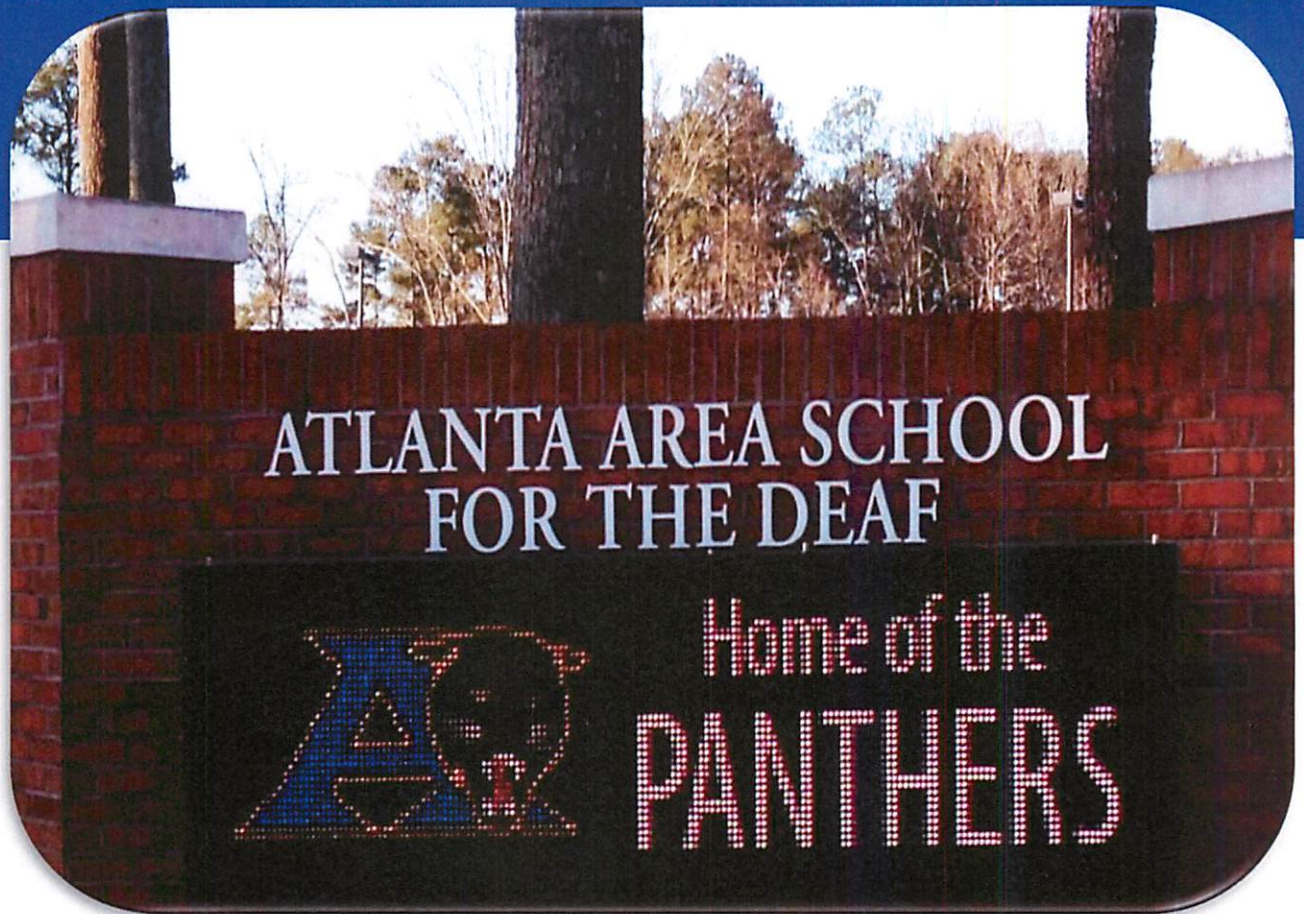


Atlanta Area School for the Deaf

Superintendent Prospectus



We encourage you to review this prospectus to learn about the school, the qualifications necessary, and desired leader profile of our next Superintendent of the Atlanta Area School for the Deaf.

Atlanta Area School for the Deaf
890 North Indian Creek Drive
Clarkston, GA 30021
Phone: 404-296-7101
Fax: 404-298-4874
VP: 404-348-8401
<https://www.aasdweb.com>



Who We Are

The Atlanta Area School for the Deaf (AASD) is a state-operated day school located in Clarkston, Georgia that serves students who are Deaf and hard-of-hearing. The school opened in 1972. All students attending AASD are referred by their local school system for potential placement. Placement at AASD may be the optimal option for students to provide a free and appropriate public education (FAPE) as determined by the student's Individualized Education Program (IEP) team.

AASD specializes in providing individualized educational programming for students who are Deaf and hard-of-hearing, including students with multiple disabilities. AASD has a varied student body of 160 students ages 3 through 21 that come from a large catchment area of thirty local school systems in metropolitan Atlanta.

AASD is accredited by the Southern Association of Colleges and Schools (SACS)/AdvancED and the Conference of Educational Administrators of Schools and Programs for the Deaf (CEASD).

Our Mission

AASD provides a language-rich, student-centered learning environment through American Sign Language (ASL) and English for the purpose of empowering our students to live independent, fulfilling lives and to become productive, contributing members of society.



Our Beliefs

- *We Believe* optimal learning occurs in an English/ASL bilingual environment.
- *We Believe* each student is a valued individual with unique needs.
- *We Believe* that school, family, and community support is critical to student achievement.
- *We Believe* early intervention and language acquisition are imperative for student success.
- *We Believe* in utilizing innovative and differentiated strategies that include the use of technology.
- *We Believe* in ongoing, collaborative professional learning to foster the continuous improvement of our program.



Programs and Services

- AASD's Pre-K, elementary, middle, and high school programs implement standards-based instruction and learning using the Georgia Standards of Excellence.
- AASD implements a bilingual approach to language in ASL and English to support each student's individual language needs.
- AASD's small class sizes and exemplary teachers and paraprofessionals ensure that each child receives individualized attention.
- AASD provides a multi-tiered system of supports including academic/mental/behavioral supports and interventions.
- Based on each student's IEP, AASD offers related services that include but are not limited to audiological assessments, occupational therapy, physical therapy, and speech therapy.
- AASD offers career, technical, and agricultural education (CTAE) programming designed to prepare students for a broad range of postsecondary employment and education opportunities.
- AASD offers both athletic and extracurricular activities for students including but not limited to volleyball, basketball, track and field, wrestling, and soccer.



The Campus

AASD is located on 17 acres in Clarkston, Georgia (metropolitan Atlanta).



Frequently Asked Questions about AASD

- **How much does it cost to attend AASD?**
Students attend AASD at no cost to their families.
- **How many students are enrolled at AASD?**
AASD serves 160 students serving over thirty school districts in the metropolitan Atlanta and surrounding area of Georgia.
- **What grade levels does AASD have?**
AASD serves students from age 1-21. AASD offers programming from early intervention through 12th grade.
- **What related services are available to students?**
Based on each student's IEP, AASD offers related services that include but are not limited to audiological assessments, occupational therapy, physical therapy, speech therapy, and mental health/behavioral counseling including supports and interventions.
- **AASD uses a bilingual approach to instruction and learning. What does that mean?**
AASD provides a developmental bilingual program in which ASL and English are the two languages used for instruction and learning. The goal is to preserve and build upon students' abilities in both languages and strive for students to achieve fluency in both. Students develop their expressive and receptive skills in ASL. Students also develop their ability to read, write, and for some, listening and spoken English.
- **How is the school funded?**
AASD receives funding from the state of Georgia and the federal government (approximately \$9,000,000 a year).
- **What is AASD's curriculum's focus?**
AASD provides a rigorous interdisciplinary curriculum that integrates the Georgia Standards of Excellence, the state's content area standards. Accommodations and modifications are made to the curriculum based on each student's IEP.
- **Does AASD have athletics and extracurricular activities?**
AASD offers athletic activities for students including volleyball, basketball, track and field, wrestling, and soccer. AASD offers club options for students that include but are not limited to yearbook and academic bowl.
- **What makes AASD different from other schools?**
AASD provides full language accessibility for students using ASL and English. Students are never left out or in a position where they are excluded because of their use of ASL and English.
- **Are interpreters available?**
AASD has fully certified ASL interpreters on staff for IEP meetings, non-signing guests, parent/teacher conferences, and other activities as needed. The school also provides Spanish interpreting.



Leader Profile

What is a Leader Profile?

- It defines the vision for the type of leader that stakeholders and the community expect the organization to hire.
- It serves as a reference point on which the search committee can base its decisions on who to interview and select as recommended finalists.
- It provides the Georgia Department of Education with a rubric against which it can measure for its decision on which candidate to hire.

Leader Profile Key Areas

- Foster Family Engagement
- Uphold Academic Standards
- Collaborative and Open Leadership Style
- Unifying Presence
- Student-Centered
- Faculty & Staff Champion
- Systems-Level Changemaker

Foster Family Engagement

The ideal AASD Superintendent is someone who will:

- Expand on areas of family engagement opportunities such as newsletters, parent/guardian visitations, after-school programming, and transportation
- Initiate and build early intervention and mentoring programs

Uphold Academic Standards

The ideal AASD Superintendent is someone who is:

- Well-versed in Deaf education, bilingual education, and classroom instruction
- A flexible but firm leader who holds everyone accountable for raising standards
- Adaptable and innovative in a post-COVID learning environment

Collaborative and Open Leadership Style

The ideal AASD Superintendent is someone who is:

- Considerate and attuned to the needs of staff, faculty, and students
- Committed to creating a space where staff, faculty, academic materials, and school curriculum make everyone feel supported and welcomed
- Attentive, communicative, approachable, visible, and transparent
- Committed to upholding a respectful, supportive environment

Unifying Presence

The ideal AASD Superintendent is someone who is:

- Capable of bringing people together under a common vision and making AASD a central hub for all stakeholders
- Engaged and visible as a member of the local community
- A continuously positive presence on campus, inspiring enthusiasm in others
- Appreciative of staff, faculty, and students and the value they bring to the campus and classrooms

Student-Centered

The ideal AASD Superintendent is someone who is:

- A dauntless advocate for students in classrooms up to the state level
- Understanding of the Deaf experience and fluent in ASL
- Committed to making sure students have the emotional, behavioral, and mental support they need to succeed personally and academically
- Capable of preparing students for the 21st century workforce through partnerships with other organizations throughout the state of Georgia

Faculty and Staff Champion

The ideal AASD Superintendent is someone who is:

- Empathetic to the needs and challenges faced by teachers within today's educational landscape
- Committed to the retention and professional development of staff and talent
- Dedicated to engaging faculty and staff in the decision-making process

Systems-Level Changemaker

The ideal AASD Superintendent is someone who is:

- Invested in strengthening the relationship with state decision-makers
- Able to illustrate to state officials, families, and the community why AASD is the best educational environment for Deaf and hard-of-hearing students



Position Summary

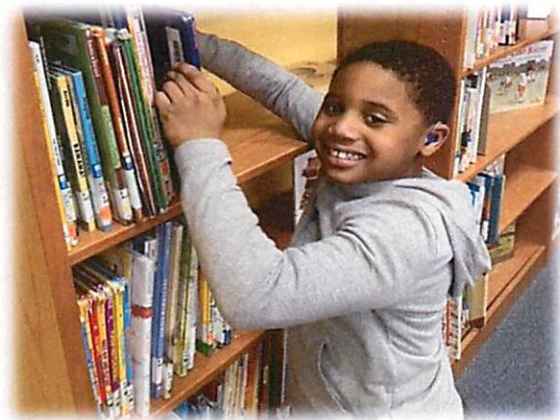
Job duties and responsibilities of the Superintendent include but are not limited to:

- Providing effective overall leadership of a state-operated school for Deaf and hard-of-hearing students
- Ensuring that each student's IEP is implemented with fidelity
- Ensuring that each student's transition plan leads to positive postsecondary outcomes after graduation
- Ensuring that each student receives quality instruction using the Georgia Standards of Excellence in a language-rich learning environment
- Ensuring that strategic-planning and continuous improvement initiatives and plans are implemented
- Communicating regularly with stakeholders including building administrators, staff, students, parents, Georgia Department of Education staff, local school districts, and community representatives
- Managing school resources to promote a school climate that is safe and conducive to learning
- Recruiting, hiring, and supervising/managing staff to meet the needs of students and support school operations



Minimum Qualifications

- Master's degree in education, administration, public administration, or a related administrative field in the area of assignment from an accredited college or university; AND
- L-5 certification; AND
- Four years of program management experience in an educational setting



Preferred Qualifications

➤ CERTIFICATION

- Possess or be able to obtain a clear renewable Georgia Tier I or Tier II Educational Leadership certificate; OR
- Possess or be able to obtain a provisional three (3) year Georgia Tier I or Tier II certificate; AND
- Pass the Georgia Ethics for Educational Leadership Assessment

➤ COMMUNICATION SKILLS

- Possess ASL fluency
- Possess a strong command of written English

➤ INSTRUCTIONAL EXPERIENCE/KNOWLEDGE

- Have experience teaching Deaf and hard-of-hearing students
- Have experience implementing IEPs
- Have experience increasing student achievement
- Possess knowledge of current research and evidence-based teaching and learning practices
- Have experience using student formative and summative assessment data
- Have experience implementing a multi-tiered system of supports
- Have experience implementing Career, Technical, and Agricultural Education programming
- Have experience using technology to support instruction and learning

➤ OPERATIONAL EXPERIENCE/KNOWLEDGE

- Possess knowledge of federal and state special education laws and policies
- Have experience implementing strategic planning
- Have experience working with state and local education agencies
- Have experience managing fiscal, human, and facilities resources
- Have experience developing and implementing school safety plans

Note: For more information regarding Georgia Tier I and Tier II Educational Leadership certification and reciprocity from other states, please visit: https://www.gapsc.com/Commission/policies_guidelines/pg_leadershipProgram.aspx

How to Apply

Submit a cover letter and resume to:

**Shane Feldman
Chief Executive Officer
Innivee Strategies, Inc.
AASDsearch@innivee.com**



For questions about the position, please contact:

**Innivee Strategies, Inc.
AASDsearch@innivee.com
Phone: 443-430-0166**

Salary/Benefits for the Position of Superintendent:

Salary Range = \$85,324.50-\$149,317.88

Benefit options include:

- ✓ Life, Disability, Dental, and Health Insurance
- ✓ Annual Leave
- ✓ Sick Leave
- ✓ Teachers' Retirement or State Employees' Retirement

Consideration/interviews will begin as soon as a list of applicants is established. Applications/resumes will be evaluated and only those meeting the qualifications will be considered. Top candidates will be contacted for interviews.

In accordance with Public Law 99-603, also known as the Immigration Reform and Control Act of 1986, the Department of Education employs only U.S. citizens and lawfully authorized alien workers. All persons hired by the Georgia Department of Education are required to verify identity and employment eligibility and will undergo a criminal background investigation.

EQUAL OPPORTUNITY EMPLOYER