



**National Association of
School Superintendents**
United in Common Purpose: Each Other's Success

Billy Kirk

**Commerce City Schools
Commerce, Ga**

INTRODUCTION

Meet Superintendent Billy Kirk of Commerce City Schools in Commerce, Georgia. The district serves approximately 1,950 students and 240 staff members in a small, close-knit community where relationships, responsiveness, and shared commitment to students define the culture.

Superintendent Kirk's leadership is defined by his role as a "Systems Builder and Finish-Line Leader," focused on taking long-standing community vision and turning it into action that directly impacts students. His work emphasizes alignment between vision and execution, ensuring that district priorities are not only planned but fully implemented with fidelity and urgency.

One of the most visible examples of this leadership is the development of a new state-of-the-art Pre-K through 5 elementary school, a long-anticipated community project that is now moving toward completion. The school is scheduled to open in Fall 2027 and represents a transformational investment in early learning and long-term student success.

Education

Doctor of Education (Ed.D.) in School Improvement – University of West Georgia (Expected Fall 2026)
Educational Specialist (Ed.S.) in Curriculum & Instruction – Lincoln Memorial University (2013) Master of Sport Science (Sports Management) – United States Sports Academy (2004) Bachelor of Science in Education (Special Education) – Delta State University (2000)

CERTIFICATIONS Educational Leadership Tier I & Tier II Certification Superintendent Professional Development Program (2023–2025) Health & Physical Education Certification Special Education General Curriculum Certification Special Education Math Cognitive Level Certification Special Education Social Science Cognitive Level Certification

Experience

Superintendent Kirk's career in education spans more than two decades and includes service as a teacher, coach, dean of students, athletic director, principal, and superintendent across multiple school systems in Georgia and Mississippi.

Prior to his current role, he served as Principal of Lumpkin County High School, where he led a school of over 1,200 students and 111 staff members. Under his leadership, the school achieved some of the highest SAT and ACT scores in Pioneer RESA and increased its graduation rate by 11 percentage points in four years, reaching a 99.54% graduation rate. During this time, he implemented systems such as

Professional Learning Communities, intentional data-driven scheduling, and targeted student support structures.

His leadership experience also includes serving as Director of Athletics and Principal at Woods Mill Academy, Dean of Students and Athletic Director at Centennial High School, and multiple teaching and coaching roles where he built foundational experience in student engagement and culture-building.

In his current role as Superintendent of Commerce City Schools, he has focused on district alignment, instructional consistency, and long-term facilities planning. He has served as the primary leader for the design, funding, and construction oversight of the district's new Pre-K through 5 elementary school, ensuring the project remains aligned to both educational vision and community expectations.

Throughout this work, he has remained closely engaged in execution, serving as a consistent point of leadership from concept through construction, ensuring the vision remains intact as it moves toward reality.

Outstanding Achievement(s)

Superintendent Kirk's leadership has consistently focused on measurable student success and system improvement. Highlights include:

- Increased graduation rate by 11 percentage points in four years, reaching 99.54%
- Achieved some of the highest SAT and ACT scores in Pioneer RESA (2018–2023)
- Built and sustained high-performing school systems with a focus on instructional alignment and data-driven decision-making
- Developed and implemented Professional Learning Communities to strengthen instructional collaboration
- Led the design and development of new Multi-purpose Athletic Complex
- Led the design and development of a new state-of-the-art Pre-K–5 elementary school, scheduled to open Fall 2027
- Recognized for leadership in multiple roles including principal, athletic director, and system-level administrator
- 2025 Top Workplaces Winner (Leadership, Purpose, and Values) - 2025 Spring Culture Excellence Top Workplaces Winner
- 2019 Lumpkin School System Pride of the Tribe Award - 2017 Leadership Award (Lumpkin County Schools) - 2013 Leadership Fulton Award Winner - 2001 GACA Assistant Coach of the Year

While these accomplishments reflect strong outcomes, Superintendent Kirk remains focused on a simple goal: building systems where every student has access to high-quality learning, strong relationships, and clear pathways to success.

AN INTERVIEW

Tell us about how you see today's superintendent.

Today's superintendent must be both a vision-setter and an executor. It is not enough to design strong plans; we must also ensure those plans are fully carried through. In small, close-knit districts like ours,

leadership requires presence, consistency, and the ability to stay connected to both the big picture and the daily work happening in schools.

Superintendents must also serve as the bridge between vision and implementation. When that connection is strong, districts move forward with clarity and purpose. When it is weak, even the best ideas lose impact.

What new understandings did you acquire after two or three years on the job?

One of my biggest realizations is that sustained progress requires leaders to stay close to the work. When projects are long-term and complex, it is easy for leadership to become distant. I learned that staying actively engaged and serving as a consistent point of contact builds trust and ensures alignment between vision and execution.

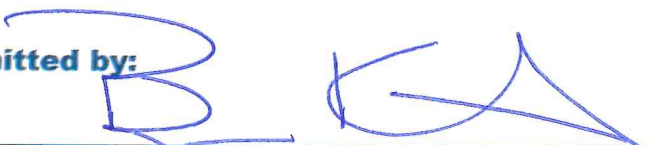
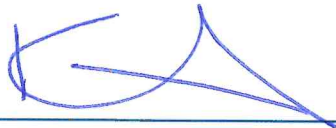
I also learned that urgency and patience must exist together. We must move quickly on behalf of students, but thoughtfully enough to ensure that what we build lasts for generations.

Share an idea to use or something you've learned with your colleagues.

My advice to fellow superintendents is simple: stay in the room. Stay engaged in the details that matter, especially in long-term initiatives. Leadership is not only about launching vision, but about ensuring it is fully realized.

Also, never underestimate the power of communication. In small districts especially, trust is built through clarity, consistency, and follow-through. When people understand where you are going and see you actively involved in getting there, alignment becomes much easier to sustain.

Submitted by:

  4-29-26

Name/Signature **Date**

