

# CALHOUN COUNTY SCHOOLS

## NOTICE OF VACANCY IN THE POSITION OF SUPERINTENDENT OF EDUCATION

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**Job Title** : Superintendent of Calhoun County Schools

**Job Description** : The Superintendent serves as the Chief Executive Officer of the Calhoun County Board of Education. The Superintendent's duties include those prescribed for superintendents under the Alabama Code (§16-9-1, *et seq.*) and corresponding requirements and regulations established by the Alabama State Board of Education and the Calhoun County Board of Education. The Superintendent is responsible for implementation of board policies and its approved goals and objectives. The Superintendent oversees and directs the effective operation of the school system, including the general administration of all instructional, business, and other functions. The Superintendent advises and makes recommendations to the Board of Education respecting such activities, including policies and procedures deemed appropriate to the attainment of system goals and legal compliance.

**Required  
Qualifications** :

- General fitness and character appropriate to the position;
- Holds or is eligible to obtain an Alabama Superintendent's Certificate;
- Master's degree or higher from an accredited four-year college or university;
- Certification or eligibility for certification in administration and recognized ability as a school administrator;
- A minimum of five years' successful experience as a Superintendent, Assistant or Deputy Superintendent, or other central office public school administrator with oversight over multiple departments (at least 3 years of which have been within the last 5 years);
- Such other minimum qualifications as may be established by statute or the State Board of Education.

**Desired Traits** : The Calhoun County Board of Education is seeking a leader with strong interpersonal and leadership skills to manage the system effectively and efficiently. A doctorate is preferred, but not required. Experience as a superintendent is likewise preferred, but not required. A minimum of three years' experience as a principal in a public school is also preferred. Desired traits include:

- Strong organizational and instructional leadership skills;
- Strong financial management skills and experience;
- Demonstrated ability to work with people who have varying backgrounds and interests;
- Ability to delegate effectively;
- Good character, high moral standing, and personal integrity;
- Ability to manage a geographically large system with diverse communities;
- Ability to communicate effectively with stakeholders and the media;

- Commitment to long range planning;
- Analytical and problem solving expertise and skill at making data driven decisions;
- Ability to evaluate personnel and programs effectively.

**Salary Range** : The salary range for the position is approximately \$175,000-\$205,000, plus benefits, but is negotiable based on the successful candidate’s experience and proven track record of success.

**Application Information** : To be considered for this position, submit your completed application, a cover letter, a minimum of three professional references, and an official transcript to:

Calhoun County Superintendent Search  
 c/o Bishop, Colvin, LLC  
 1910 First Avenue North  
 Birmingham, AL 35203

If by email, to: [superintendentsearch@bishopcolvin.com](mailto:superintendentsearch@bishopcolvin.com)

Applications must be submitted using the official application form, which is available upon request from Whit Colvin at Bishop, Colvin, LLC at the above address or by email at [superintendentsearch@bishopcolvin.com](mailto:superintendentsearch@bishopcolvin.com) or on the Board’s website at [www.calhouncountyschools.com](http://www.calhouncountyschools.com).

The official transcript must be sent directly to the above address or by email from the educational institution that granted the highest degree.

For additional information, please contact Whit Colvin or Melissa McKie at (205) 251-2881.

**DEADLINE FOR APPLYING: ALL COMPLETE APPLICATIONS FOR THE POSITION MUST BE RECEIVED NO LATER THAN 4:00 P.M. CST ON JULY 10<sup>th</sup>, 2024.**

**Applicants are solely responsible for ensuring that all materials are received in a timely manner and are strongly urged to personally verify timely submission of those materials**

**The Calhoun County Board of Education reserves the right to waive nonmaterial defects or discrepancies in applications and to verify, clarify, or obtain supplementation regarding information supplied by applicants, as well as relevant background information.**

