



DECATUR CITY SCHOOLS

ANNOUNCEMENT OF VACANCY SUPERINTENDENT OF EDUCATION

Decatur City Schools
Decatur, Alabama

The Board of Education for Decatur City Schools, Decatur, Alabama, seeks an outstanding educational leader to serve as superintendent beginning July 1, 2012. As Chief Executive Officer of the Decatur City Board of Education, the superintendent will perform those duties set forth for superintendents (Alabama Code Section 16-12-1, et seq.). Decatur City Schools is situated on the Tennessee River in north Alabama and is a diverse city district that serves over 8,600 students while operating 12 elementary schools, 3 middle schools, 2 high schools, and 3 alternative programs. Decatur City Schools is a progressive public school district offering grades PK-12 to the students of Decatur. Decatur City Schools is Alabama's only K-12 International Baccalaureate school district and is proud to offer *The Leader in Me* program for all students along with district-wide implementation of the *7 Habits of Highly Effective People*. *AVID, Advancement Via Individual Determination*, is a college readiness program that is designed to encourage and support underachieving students. The program is currently available at Brookhaven Middle School and Austin High School. A partnership with the nearby Huntsville Symphony Orchestra provides a violin program for 3rd grade students. In addition, the Princess Theatre Center for the Performing Arts and the Decatur City Schools are members of the Kennedy Center Partners in Education. Decatur is the first school system in the state to have such a partnership for its elementary school students. Decatur City Schools also offers a *Wetlands Edge Environmental Center*, state-of-the-art robotics opportunities, and has been a national award winner for *What Parents Want* since 1996.

The Mission of Decatur City Schools is to provide an innovative learning community committed to academic excellence and meeting the unique needs of every individual.

ABOUT THE COMMUNITY

Decatur is an extremely child-focused community which is revealed strongly in each of its schools. Parents are actively involved in the schools, joined by many of the businesses and industries located in the city. Perhaps what reveals the degree of community involvement the most is the level at which Decatur City Schools is funded by the city – Decatur's spending per student is one of the highest in the state of Alabama, and higher than many places in the nation. The strong local funding with excellent management by the superintendent and board has created a financially stable system, even through the economic downturn. This financial stability, the involvement of the community, and the dedicated teachers and excellent principals are the strengths of the Decatur school system. An outstanding leader with vision is needed to continue to move this progressive system forward into the future.

Decatur has big city conveniences yet a small town feel. It offers outstanding choices in recreation, the arts, and outdoor activities. Its neighborhoods range from new subdivisions to townhomes to beautiful historic districts. It is big enough to offer a wide variety of choices in homes, churches, and activities, yet small enough that you can drive to any point within the city limits in less than ten minutes without encountering heavy traffic. Its temperate climate and abundance of natural resources allow for year-round recreation which includes water sports, boating, and fishing on the Tennessee River.

CHARACTERISTICS AND QUALITIES SOUGHT IN THE NEW SUPERINTENDENT

The Decatur City School Board seeks candidates who embody the following characteristics and qualities:

- **VISION:** The successful candidate will be a proactive and systematic thinker who understands complex organizations and economic shifts. The superintendent will work collaboratively with the staff and the community to assure the best strategies are utilized to increase student achievement and meet the education needs of all students. He/She will work to develop a long range plan that implements the goals established in working with the school board.
- **COMMUNICATION:** The successful candidate will be a good listener and will be approachable and personal in interactions and be able to communicate effectively with diverse audiences to cultivate and maintain trust and build consensus by bringing people together from all aspects of the community.
- **INSTRUCTIONAL LEADERSHIP:** The superintendent will be committed to unite the community by implementing effective programs for every student. The superintendent will be dedicated to high standards and expectations for all students and be able to demonstrate a record of improving student learning including leadership in the effective expansion and application of technology to enhance the system's goals. The new superintendent should have the ability to analyze, with the help of the professional staff, all instructional programs and innovative practices to determine whether the value of the programs meet students' needs and whether financial resources could be realigned to benefit more students. The board wants a strong leader who will work with the staff and the community to seek and provide an educational process that meets all accountability standards through innovative, creative learning approaches needed to provide students with 21st century skills including more career technical opportunities. The successful candidate should have demonstrated success in working with children in poverty from diverse backgrounds and/or urban issues impacting student success and continue to raise test scores.
- **MANAGEMENT:** The successful candidate will have demonstrated fiscal and operational expertise and an ability to lead the school system to efficiently and effectively assign its fiscal and human resources to priority initiatives and programs that benefit students and taxpayers. The board seeks a candidate who can lead development and implementation of a facilities improvement plan and who has the ability to delegate responsibilities to achieve maximum effectiveness.
- **PERSONAL QUALITIES:** The Decatur City Board seeks a highly visible, energetic, courageous, collaborative leader who is a champion for public schools and is committed to doing the best for all students. The superintendent will have the insight and empathy to work harmoniously with the board, staff, political entities, parents, business leaders, and the various and diverse constituencies that make up the community. The successful candidate will be known for his/her fairness, high integrity and character, and be respected as a leader who can engage, motivate, and manage a progressive school system and staff while highlighting the many positive aspects of the school system to internal and external audiences.

Application Procedure

The Board of Education of the Decatur City Schools has selected BWP & Associates, Ltd. to lead the search for a new superintendent. Please review the search listing and complete the online application process at www.bwpassociates.com. The deadline for completion of the application is March 15, 2012. The Decatur Board of Education prefers candidates hold a doctorate degree, but it is not a requirement. Applicants are required to hold or provide evidence of eligibility for an Alabama superintendent's certificate. Candidates are encouraged to obtain information about requirements for certification from the Alabama State Department of Education at <http://tcert.alsde.edu> or by calling 334-353-8567.

Application should include:

- A letter of application indicating qualifications and reasons for interest in the position;
- A brief description of major accomplishments;
- A current resume;
- A completed Applicant Data Form;
- College/university transcripts; and
- At least four letters of recommendation.

Compensation

The Decatur Board of Education expects to negotiate a competitive salary and benefits package with the salary range anticipated to be \$135,000-\$175,000 depending on the candidate's experience, accomplishments, possession of characteristics as outlined above, and credentials.

Application materials will be treated confidentially. Applicants are asked not to contact the superintendent or members of the school board. The final selection and appointment is the sole responsibility of the Decatur Board of Education.

If you have questions, please call or email the following BWP consultants:

Dr. Sandra Sims-deGraffenried	334-546-5455 or sandrahsims@gmail.com ,	Co-lead consultant
Dr. Susan Lockwood	334-300-1306 or slockwood@elmoreschools.com ,	Co-lead consultant

BWP & Associates, Ltd.
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To learn more about the district and the community, go to:

Decatur City Schools at www.dcs.edu
Decatur City Schools Foundation at www.decaturesf.org
Decatur Chamber of Commerce at www.dcc.org/
Decatur Visitors Bureau at www.decaturcvb.org
City of Decatur at www.decaturalabamausa.com
Decatur City Schools, Decatur, Alabama Facebook page

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