

NOTICE OF VACANCY IN THE POSITION OF HOOVER SUPERINTENDENT OF EDUCATION

Job Title: Superintendent

Job Description: Superintendent of the Hoover Board of Education with the duties set forth for city superintendents in the Code of Alabama Code §16-12-1 et seq. and by the school board.

Required qualifications:

Alabama law requires the superintendent be chosen for general fitness and character and that he or she be knowledgeable in school administration. The successful applicant also must have or be eligible for an Alabama certificate in administration and supervision and must hold a degree from a recognized four-year college or university. A master's degree is required, but a doctorate is preferred.

The successful candidate will be required to reside in Hoover. The superintendent's school-age children are expected, but not required, to attend Hoover City Schools unless there are extenuating circumstances.

Desired traits:

The Hoover Board of Education is seeking an experienced educator and leader who will advocate for all students and raise the system's already strong student achievement to the next level. The successful candidate will have strong communication skills and the ability to generate stakeholder trust and buy-in for the schools' vision and direction. Other desired traits include:

- Ability to inspire, challenge and effectively manage personnel and ensure accountability
- Ability to make and follow through on challenging decisions in a timely manner
- A strong understanding of finances and financial planning
- A record of job accomplishments exceeding expectations

The board also desires an innovative person who will proactively lead the development and implementation of a strategic vision that supports both the faculty and staff and the improved academic achievement and personal growth of all students.

Additional information:

The minimum salary for the position is \$185,000 and is negotiable. The compensation package will include performance incentives.

Application information:

This search is being conducted by the Alabama Association of School Boards. All applications will be taken through Appli, AASB's online application system, at www.tinyurl.com/d3dsx6x.

To begin, create a free user account and password. Once logged in, complete the online profile, choose to apply for the Cullman search and upload a cover letter.

You also must have an official transcript sent directly to AASB (PO Box 230488, Montgomery, AL 36123-0488 or SuperintendentSearch@AlabamaSchoolBoards.org) from the institution that granted the highest degree.

If you have previously applied in an AASB-led search, you will still need to create an Appli account, complete the online profile, choose to apply for this position and upload your cover letter. However, you may email AASB at SuperintendentSearch@AlabamaSchoolBoards.org to have AASB upload the official copy of your transcript. It is not necessary to have another copy sent.

Deadline for applying: AASB must receive all materials by April 3, 2015.

For additional information, contact search consultant Kendy Behrends at (256) 335-6469 or lbehrends@comcast.net.