

### School Board & Superintendent

The five Hoover Board of Education members are appointed to staggered five-year terms.

### Search Timeline

Application deadline April 3, 2015  
Interviews April 20-30, 2015  
Announce selection Mid-May 2015  
Superintendent begins July 1, 2015

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

### Application Process

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 <http://tinyurl.com/d3dsx6x>.

To begin, create a free user account and password and Log in. Complete the online profile, choose to apply for the Hoover search and upload a cover letter and resume. You also must have an official transcript sent directly to AASB (SuperintendentSearch@AlabamaSchoolBoards.org or PO Box 230488, Montgomery, AL 36123) from the institution that granted your highest degree.

**Applications must be completed and transcripts received by April 3, 2015.**

**If you have previously applied in an AASB-led search** and already have an Appli account, simply log in, choose to apply for this search, answer the questions specific to this search and upload a cover letter and, if needed, a current resume. You may email AASB at SuperintendentSearch@AlabamaSchoolBoards.org to have AASB upload the official copy of your transcript if it is not yet part of your online file. It is not necessary to have another copy sent.

A search committee will review all applications and recommend finalists to the school board. The board may interview some or all of the finalists. State law requires that these interviews be public.

For additional information, contact Dr. Kendy Behrends at (256) 335-6469 or [LBehrends@comcast.net](mailto:LBehrends@comcast.net).

# HOOVER CITY SCHOOLS a l a b a m a SUPERINTENDENT SEARCH



**Application Deadline: April 3, 2015**



**HOOVER  
CITY SCHOOLS**

## The Search for a Visionary Leader

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.

## 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 the appropriate certification for an Alabama superintendent and must hold a degree from a recognized four-year college or university. **A doctorate is preferred but not required.**

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.

## Community

Because of low crime rates and unemployment, outstanding schools, affordable housing and an array of leisure choices, Hoover was recently named one of the Top 30 places to live in the U.S. The city is home to more than 85,000 residents with a median age of 37.0 and a median household income of over \$75,000. Located in central Alabama, it has an array of amenities, including a Robert Trent Jones Golf Trail course and numerous museums and theater companies. It also hosts a variety of special events, sporting events and art festivals year round and features the 30-acre Aldridge Gardens and a 349-acre nature preserve.

## The Hoover City Schools

Ranked among the top five school systems in Alabama in the 2015 Niche Rankings, Hoover City Schools prides itself on finding and cultivating teachers who are masters of content, motivated self-starters and nurturers of relationships with students, parents and community support organizations. As a result, the system boasts the state’s highest percentage of National Board Certified Teachers (15 percent of all its teachers) as well as more state teachers of the year than any other Alabama school system.

The system also has high expectations for students, working to create innovative learning environments, strong depth and breadth of course offerings, relevant instructional content, solid student achievement and foundational critical thinking skills for all students. The system augments the classroom experience with its Engaged Learning Initiative, which places digital devices in the hands of thousands of students.

Hoover also is committed to a site-based management model and cultivating leaders from within. To that end, principals are given considerable autonomy to manage most aspects of their campuses and are held to a high standard for doing so.



Schools	
Elementary	10
Intermediate	1
Middle	3
High	2
Alternative	1

Enrollment	
<b>Total</b>	<b>13,907</b>
White	59.5%
Black	24.5%
Asian	6.5%
Hispanic	6.1%
Other	3.1%

Operating Budget	
<b>Expenditures</b>	<b>\$167 million</b>
Instruction	69.2%
O&M	9.8%
Transportation/CNP	9.5%
Debt Service	6.6%
Local Schools	2.3%
General Administration	1.7%
Capital	.9%

Personnel	
Certified	1,151
Support	681