

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

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

**Job Description:** The Superintendent serves as the chief executive officer of the Sumter 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 Sumter 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 District, 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 District goals and legal compliance. The Superintendent provides effective leadership for the District and maintains clear and consistent lines of communication with the Board, central office and school leadership teams, all District employees, parents, students, media and other stakeholders.

**Required Qualifications:**

- General fitness and character appropriate to the position;
- An Ed.S. from a 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 of successful experience as a principal, supervisor, or superintendent is required;
- Such other minimum qualifications as may be established by statute or the State Board of Education;
- The applicant is expected to begin employment on or about July 1, 2023.

**Desired Traits:** The Sumter 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. Desired traits include:

- Strong organizational and 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 communicate effectively with the Board, elected officials, District personnel, parents, students, media and other stakeholders;
- Commitment to long range planning;
- Analytical and problem solving expertise and skill at making data-driven decisions;
- Ability to evaluate personnel and programs effectively;
- Ability to recruit and retain high quality staff and encourage professional growth and development;
- Knowledge of research based curriculum and instructional methods for the K-12 system.

**Salary Range:** The minimum salary range for the position is \$120,500 plus benefits and is negotiable based on experience.

**Application  
Information:**

The applicant is requested to print, sign and submit an application on the approved form (available at [www.sumter.k12.al.us](http://www.sumter.k12.al.us)) with a cover letter, resume, and at least three professional references:

***by e-mail to:***  
[dgamble@hillhillcarter.com](mailto:dgamble@hillhillcarter.com)

***or by mail to:***  
E. Dianne Gamble, Esq.  
Hill, Hill, Carter, Franco, Cole & Black, P.C.  
Post Office Box 380425  
Birmingham, Alabama 35238

In addition, a verified transcript from the institution that granted the applicant's highest degree must be requested by the applicant and sent directly by regular mail or by e-mail to: [dgamble@hillhillcarter.com](mailto:dgamble@hillhillcarter.com)

For additional information, please contact Dianne Gamble at (205) 271-1780, or [dgamble@hillhillcarter.com](mailto:dgamble@hillhillcarter.com).

**DEADLINE FOR APPLYING: ALL APPLICATIONS FOR THE POSITION MUST BE RECEIVED IN THE OFFICE OF HILL, HILL, CARTER BY THE CLOSE OF BUSINESS 5 P.M. CENTRAL STANDARD TIME ON MARCH 25, 2023, APPLICANTS ARE *STRONGLY URGED* TO PERSONALLY VERIFY TIMELY SUBMISSION OF THEIR APPLICATION MATERIALS.**

**Posting of Notice:** This notice is made, published and posted all in accordance with Title 16-12-1, Code of Alabama, 1975; Title 16-22-15, Code of Alabama, 1975. This notice shall be posted at [www.sumter.k12.al.us](http://www.sumter.k12.al.us) and in a conspicuous place by the Principal of each of the schools and at the Central Office of the Board of Education located at 716 Country Club Road, Livingston, Alabama 35470 at least thirty (30) calendar days before the position is to be filled. The Sumter County Board of Education is an equal opportunity employer.

**Background Check Required:**

A background investigation is required for consideration for this position. These investigations may include, but are not limited to, an analysis of public and private documents, contact with former employers, verification of employment, education and credentialing, information from background check providers, contact with professional references, and other pertinent information. Your signature on the application is authorization for Sumter County Board of Education, its legal counsel, and its agent, to conduct a background investigation as described above including a credit history report. Your signature on the application is your acknowledgment that information revealed from the background investigation may be used for determining eligibility and qualification for pre-employment consideration and for continued employment if hired.

**The Sumter County Board of Education reserves the right to waive nonmaterial defects or discrepancies in applications; to verify, clarify, or obtain additional information regarding applicants, including relevant background information; and to consider qualified candidates who have not participated in the formal application process described above.**