



**Gulf Shores City
Board of Education**
P.O. Box 3908
Gulf Shores, AL 36547



ISSUE DATE: February 26, 2018
ADVERTISEMENT PERIOD: 33 Days
APPLICATION DEADLINE: March 30, 2018

JOB ANNOUNCEMENT - SUPERINTENDENT
Gulf Shores City Schools
Gulf Shores, Alabama

The Gulf Shores City Board of Education in the City of Gulf Shores, Alabama is seeking an innovative and experienced leader with strong interpersonal and leadership skills to serve as the Superintendent of Gulf Shores City Schools. The Board desires that the new superintendent begin leading the system on June 1, 2018 (or May 1 if possible).

Job Title: Superintendent

Job Description: Chief Executive Officer of the Gulf Shores City Board of Education with those duties set forth for superintendents in Alabama Code 16-9-1 et seq., 16-12-1 et seq. and by the school board.

Required Qualifications:

Alabama law requires the superintendent to be chosen for general fitness and character and that he/she has a recognized ability as a school administrator. Requirements include the applicant;

- Has or is eligible for an Alabama certificate in administration and supervision;
- Possess a graduate degree from an accredited four-year college or university, doctorate preferred;
- Has five years successful experience in public school administration, with two years central office experience preferred.
- Has superintendent experience in Alabama preferred.

Desired Traits:

- Believes all children should be challenged to reach their full potential and a demonstrated ability to improve student achievement;
- Good character, high moral standing, and personal integrity;
- Proven leadership and effective management skills;
- Strong organizational skills;
- Knowledge and experience in managing budgets and financial affairs;
- Able to work with and generate support from stakeholders, including excellent communication and public relations skills;

- Experience and expertise with federal and state programs, personnel, and curriculum;
- Knowledgeable in managing school system facilities;
- Analytical and problem-solving expertise;
- Commitment to ensuring safe schools;
- Evidence of implementing educational best practices with a focus on 21st century skills;
- Proven record of being innovative; and
- Develops and supports positive staff morale.

Salary:

The Gulf Shores City Superintendent is hired by the Gulf Shores City Board of Education. The salary is negotiable based on the successful candidate's experience and proven track record of success. The salary range is \$130,000 to \$185,000. Fringe benefits including state retirement, health insurance, sick leave, annual leave, travel compensation, and professional learning opportunities will also be part of the superintendent's contract.

Interested Applicants:

The application process will be confidential. Only the names of finalist will be announced to the public.

Application Information:

To be considered as an applicant for the position, a complete application packet must be postmarked on or before **March 30, 2018 at 5:00 p.m.** A complete application packet consists of the following:

1. A letter of interest.
2. Application
3. A comprehensive resume or curriculum vitae.
4. Official transcript sent directly from the institution that granted the highest degree earned to the address listed below. Note: Delay by the college/university to send the transcript by the due date will not disqualify candidates.

Please limit all documents to 8.5" x 11" only. **Applicants are strongly urged to personally verify timely submission of their application materials.**

Please send the application packet to the address below.

ATTN: Gulf Shores Superintendent Search
Mr. Robert Campbell, Board Attorney
851 East Service Road, Suite 700
Mobile, AL 36606

For additional information, please contact Robert Campbell at 251-476-2400 or bob@cdcfirm.com

ALL INQUIRIES AND APPLICATIONS SHOULD BE DIRECTED TO MR. ROBERT CAMPBELL ONLY. PLEASE DO NOT CONTACT OUR CENTRAL OFFICE OR APPLY ONLINE THROUGH THE STATE DEPARTMENT OR ANY ONLINE SERVICE.

Gulf Shores City 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.

Description of the City of Gulf Shores

The completion of the Intracoastal Waterway in 1937 and the opening of the Gulf State Park in 1939, were both crucial factors in attracting people to the Gulf Shores area. Incorporation activities began in 1956 with the Town of Gulf Shores finally receiving validation for the incorporation by the judicial system in 1958. In 1979, Gulf Shores took a direct hit from Hurricane Fredric. In the aftermath, development surged with increased construction of condominiums, restaurants, and retail outlets. It was during this time the town became the City of Gulf Shores.

Gulf Shores is a coastal city, located in Baldwin County, Alabama on the Gulf of Mexico. The population of Gulf Shores according to the 2010 Census was 9741. It is home to a constantly changing population. Summer months generate a surge of tourists estimated in the hundreds of thousands. In addition, we are visited in the winter months by a large population known as “snowbirds.” Snowbirds visit Gulf Shores for as many as three to five months during the winter and spring, and then return to their primary residences in northern states for the remainder of the year.

Gulf Shores is a coastal city, located in Baldwin County, Alabama along the shores of the Gulf of Mexico. This dynamic community is one of the five fastest-growing cities in Alabama and has seen its population surge from 5,743 in 2000 to nearly 12,000 according to the most recent United States Census Bureau estimates. The area welcomes over 6 million visitors each year who enjoy the sugar-white sand beaches, annual festivals and events, including the National Shrimp Festival, Hangout Music and Arts Festival and NCAA Collegiate Beach Volleyball National Championship. The local motto – *Small Town, Big Beach* – defines the character found in this safe, clean and family-friendly community.

Description of Gulf Shores City Schools

Gulf Shores City Schools is a new public school system located in Gulf Shores, Alabama. The Board plans on serving students beginning August 2018. The school system will consist of Gulf Shores Elementary School, Gulf Shores Middle School and Gulf Shores High School. Currently, the three schools serve approximately 2300 students.

Citizens of Gulf Shores partnered with the City Council in an effort to improve the education of Gulf Shores students. After researching various options and possibilities, the City Council unanimously approved the formation of the Gulf Shores City School District.

On December 4th 2017, the first Gulf Shores City Board of Education was sworn into office. The Gulf Shores City Board of Education is comprised of a 5-member team appointed by the City Council. The purpose of the Gulf Shores City Board of Education is to work together with one voice toward one vision of creating exemplary learning experiences for the students of Gulf Shores. The School Board's role is to provide governance and set policies for the district, while abiding by Alabama education laws.

Community Support

Community commitment to Gulf Shores Schools is high as demonstrated by a citizen led initiative in partnership with the City Council. Mayor Craft and the entire City Council enthusiastically support the new Gulf Shores City Schools. In addition, parent/teacher organizations, booster clubs and Gulf Shores local business consistently support the Gulf Shores schools. This will only get stronger as Gulf Shores becomes an independent school system.

School Campuses

Gulf Shores Elementary School – preschool through sixth grade (current ADM 1011)

Gulf Shores Middle School – sixth and seventh grades (current ADM 436)

Gulf Shores High School – ninth through twelfth grade (current ADM 854)

To learn more about Gulf Shores City Schools, visit

<http://www.gulfshoresal.gov/1022/City-Schools>

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Gulf Shores City Board of Education does not discriminate on the basis of race, color, disability, sex, religion, creed, national origin or age, be excluded or be denied of or be subjected to discrimination under any program, activity, or employment.