

An Invitation to Apply for the Position of
Superintendent



Birmingham, Alabama

The Position

The Birmingham City Schools Board of Education, Birmingham, Alabama is seeking a highly qualified leader to serve as Superintendent. The district leadership wishes to have the successful candidate assume the responsibilities of the position July 1, 2015.

McPherson & Jacobson L.L.C. Executive Recruitment and Development has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Education in identifying and screening the candidates.

Qualifications

The candidate must have the background, skills and abilities essential for excellence in educational leadership. The board has identified the following desired characteristics:

- **Integrity.** The Birmingham City Schools is seeking a leader who: Is a person of integrity, strong character, and moral values and has an understanding of the importance of his/her community.
- **Communication skills.** Who has exhibited strong leadership and communication skills and who is seen by the school community as willing to listen and a people person. Also, who understands cultural sensitivity and the ability to unify multicultural elements of the community.
- **Understands school business.** Who is an educational professional that has operational knowledge of curriculum, human resources and Alabama public school finance.
- **Visionary.** Who is a visionary, bold leader and is passionate about education, understand the district's unique and diverse needs, identifies and recruits talent, and mentors and empowers others by successfully inspiring and motivating them to achieve at continuously high levels.
- **Calm, assertive.** Who has the ability to be a strong, assertive and calm decision maker and is consistent in dealing with parents, staff, students and the public.
- **Takes ownership.** Who is a competent highly organized school administrator with high moral standards who not only motivates, but also delegates then holds school district employees accountable for their assigned duties.

The Community

Birmingham, the largest city in Alabama, has a population of 212,237 according to the 2010 U.S. Census. It is the core of a metro area of 1.1 million people.

The University of Alabama at Birmingham is the largest employer in the city with over 24,000 employees. The Regions Financial and AT&T also employ a large number of residents.

The city has many cultural and community events for its residents to enjoy. Music enthusiasts can enjoy the Alabama Symphony Orchestra, Secret Stages Music Festival, and many jazz festivals. Activities at the zoo include Zoolight Safari, and Boo at the Zoo. Railroad Park is offers Breakin' Bread, Trucks by the Tracks (food truck festival) and Best of Birmingham Party by Birmingham Magazine. Art lovers can attend Art on the Rocks, Birmingham Art Crawl, Birmingham Artwalk, and Magic City Art Connection. Many other cultural and entertainment events and venues invite Birmingham residents to enjoy the city.

For outdoor enthusiasts Red Mountain Park offers hiking, zip lining, etc. Some of the annual walking/running events in the city include the Birmingham Heart Walk, Magic City Half Marathon, Mercedes Superhero 5K, Vuclan Run 10K, and the Susan G. Koman Race for the Cure 5K.

Sporting events in the area include the Magic City Classic, Regions Tradition PGA Tour, Birmingham Bowl, SEC Baseball Tourney, Iron Bowl, and the Barber Motorsports Honda Grand Prix.

Higher educational institutions in the area include University of Alabama at Birmingham, Samford, Birmingham Southern, Jeff State, Virginia College, Lawson State, Birmingham School of Law, Miles College, Southeastern Bible College, and Montevallo.



The District

The 24,793–student Birmingham City School System is an urban district encompassing 148 square miles in Birmingham. The district has 42 schools -- eighteen elementary schools, eight middle schools, eight K-8 schools, seven high schools and one alternative school. The district has 2,712 employees, 1,737 art certificated teachers and 975 are non-certified.

The \$405 million dollar capital improvement program is near completion, with the renovation of two schools currently underway. Since 2011, the system has opened ten new schools. Major renovation and addition projects were completed at two schools.

Phillips Academy and Ramsay High School have both been designated International Baccalaureate programs. Birmingham City Schools is now the only district in the metropolitan area to offer International Baccalaureate programs for both primary and diploma years, and with the pending middle years designation, will be one of only two systems statewide offering IB programming K-12.

While there are five magnet programs, many schools across the district have well-deserved reputations for high levels of student achievement. Among the award winners is Wilkerson Middle School, which has been named a Torchbearer School several times. Smith Middle School has also received recognition as a High-Flying School.

Students from all seven high schools are taking Advanced Placement classes as part of a focus on providing AP opportunities across the district and participation in the A-Plus College Ready program. Teachers in middle grades also are to provide pre-AP instruction that will prepare students to be successful in AP classes in high school.

Seven career academies opened in August 2012 in six high schools -- Carver, Huffman, Jackson-Olin, Parker, Wenonah and Woodlawn. The academies will allow students to focus on various areas of interest in preparation for both college and career. Plans are currently underway to move to a Wall-to-Wall Academy model.

To further support college readiness efforts, Birmingham City Schools received a \$19 million dollar GEAR UP grant to put more students on a successful college track. A program of the U.S. Department of Education, GEAR UP stands for Gaining Early Awareness and Readiness for Undergraduate Programs and is designed to help at-risk students prepare for college and receive the supports and resources necessary to help them be successful in that endeavor.

While Birmingham City Schools has committed extensive resources to ensuring that each child reaches his or her full academic potential, the district recognizes that the entire community – business, civic groups, government agencies, religious organizations, parents, and concerned citizens – must work together to provide a learning environment where young people grow, develop and find networks of support. That is why partnerships are valued and recognized as an integral part of the learning process.

Birmingham City Schools' Partners in Education provided the link between schools and more than three hundred businesses, churches and community organizations to promote programs and experiences that work together for the mutual benefit of all. The Partners in Education program provided opportunities for the community to become actively involved in education, and served as a communication structure to exchange an understanding of both the school district's and the community's needs, requirements, limitation and responsibilities. Through the program, community partners provided assistance to students in developing the skills necessary for future academic, career and life success. It also provided an enriched learning environment for students, and enhanced the curriculum with external human, material and financial resources. The community recently showed its support for the schools by approving a \$8 million tax increase for Pre-K, arts, music, and other programs. The district also has over a \$22 million reserve balance.

Board of Education

The Board of Education consists of nine members who are elected to serve a four-year term. The tenure of the Board members ranges from 1 to 12 years.

Name	Occupation	Years Served
Randall Woodfin, President	Attorney	1 year
Wardine Alexander	Medical Technologist	2 years
Sandra Brown	Retired	1 year
Sherman Collins, Jr.	Business Owner	1 year
Cheri Gardner	Occupational Funeral Director	1 year
Brian Giattina	CFO/Architect	5 years
Daagye Hendricks	Director of Operations	1 year
Lyord Watson, Jr.	Program Coordinator	1 year
April Williams	Manager	12 years

The mission of the Birmingham City Schools is to guide all students to achieve excellence in a safe, secure and nurturing environment

Find out more about Birmingham City Schools:

<http://www.bhamcityschools.org>

APPLICATION & SELECTION PROCEDURE

Available at **www.macnjake.com**



MCPHERSON & JACOBSON, L.L.C.

7905 L St., Suite 310

Omaha, Nebraska 68127

Phone (402) 991-7031

Fax (402) 991-7168

Email: mail@macnjake.com

Selection Timeline

1. Application deadline:
March 9, 2015
2. Finalists selected by
Board of Education:
March 25, 2015
3. Interviews with
Board of Education:
April 6-9, 2015
4. Selection of new
superintendent:
April 2015
5. Starting date:
July 1, 2015

An application for superintendent should include:

- A letter setting forth personal qualifications, experiences and reasons for interest in the position
- A current résumé
- A completed application form
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s)

Candidates are asked to refrain from contacting board members directly. Any effort to do so may result in elimination from consideration.

Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states' Freedom of Information laws.

In the final process, the board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.



Birmingham City Schools is an Equal Opportunity Employer.