

School Board

The five Gardendale Board of Education members are appointed by the city council to five-year terms. The members bring solid leadership experience to the system and include two bank executives, a CPA/comptroller, a retired public school principal and the dean of the pharmacy school at Samford University.

Search Timeline

Application deadline	May 27, 2014
Interviews	June 11-18, 2014
Announce selection	July 7, 2014
Superintendent begins	August 11, 2014

The salary for the position is \$165,000 and is negotiable based on experience and demonstrated success.

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

Applications must be completed and transcripts received by May 27, 2014.

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. You may email 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.

Superintendent Search



The Gardendale City Schools

Rarely does a leader have the opportunity to lay the foundation for an education system that will serve a community for generations to come. But, as the first-ever superintendent of the Gardendale City Schools, the leader hired through this search will do just that. Priority #1 for the new Gardendale school system chief executive will be to successfully negotiate the separation of the city system from the Jefferson County school system and to create the instructional, administrative and financial frameworks and practices that will result in a first-rate educational program. The school system will open for the first time to students in the fall of 2015.

The planned school system already has strong support and financial backing from city residents and the Gardendale City Council. In 2013, the council levied a 5-mill property tax to fund the system and voters later approved an additional 5-mill tax. With its local funding level, the system is projected to rank approximately 10th among Alabama's city school systems and approximately 25th among the state's 136 public systems. It is expected to have \$2,623 per student in unrestricted local revenue.

The new school system will have four schools located in the city limits - two K-5 elementary schools, a 6-8 middle school and a 9-12 high school - and will serve an estimated 2,200 students. Facilities include a state-of-the-art high school, which opened in 2010, and includes a 100-seat lecture hall, 600-seat auditorium, competition and practice gyms and room for expansion by an additional 36 classrooms.

The city's vision is of a school system that:

- Is innovative in the opportunities it provides all students;
- Is staffed with teachers who are committed to achieving and sustaining excellence;
- Focuses on providing a challenging curriculum and creative elective opportunities to ensure all students are prepared to thrive in the 21st century work place;
- Creates closer faculty-student relationships in order to bolster student success;
- Focuses on engaging community stakeholders as valuable resources to the schools; and
- Encourages students to participate in community service and civic life.



The Search for a Proven Leader

The Gardendale Board of Education is seeking a visionary leader with the excellent communication and negotiation skills to build a world class school system from the ground up. Key priorities early in the new superintendent's tenure will be to successfully transition the new school system, build a strong sense of trust within the community, quickly establish stakeholder buy-in and to become the face of the Gardendale City Schools.



The successful candidate will be expected to live in Gardendale and to enroll his or her children in the system unless there are extenuating circumstances.

Other desired traits include:

- Demonstrated ability to raise achievement in math, science and reading;
- Strong analytical, problem-solving and critical thinking skills along with the ability to think innovatively;
- A proven track record as a school system leader and a history of holding positions of increasing responsibility;
- Ability to analyze and utilize data to develop strategic plans for continuous improvement and achievement of goals with consistent, quality results;
- Demonstrated ability to lead and manage personnel;
- Demonstrated ability to manage financial resources for a previous employer and (preferred) in collaboration with a chief school finance officer; and
- Ability to make difficult decisions.

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 to serve as a superintendent in the State of Alabama and must hold a degree from a recognized four-year college or university. A master's degree is required, but a doctorate is preferred.

Community

Located in suburban north Jefferson County, Alabama, Gardendale is a close-knit community with the conveniences of large city living. *Birmingham Business Journal* recently listed it as one of the top five cities for wealth growth in the Birmingham area (population over 1.1 million). The city has grown by 19 percent since 2000 and, in 2012, was home to nearly 14,000. It has a strong retail base, with significant expansion underway. Faith and family are highly valued here, and the city has a state-of-the-art community center and athletic facilities. With an abundance of sidewalks and parks, it also ranks among the most walkable in Alabama. For information, visit www.CityofGardendale.com.