



PICKENS COUNTY SCHOOL SYSTEM

Aliceville - Carrollton - Gordo - Reform

June 15, 2026

PICKENS COUNTY BOARD OF EDUCATION

Notice of Interest for Superintendent

The Pickens County Board of Education is seeking qualified individuals interested in serving as the Superintendent of Pickens County School System following the resignation of Superintendent Shawn McDaniel, effective July 31, 2026. The individual selected by the Board will serve as Superintendent for the remainder of Mr. McDaniel's term, which concludes on December 31, 2028.

The salary for the Superintendent position is \$160,000.00.

Individuals who possess the qualifications and experience necessary to provide leadership and continuity for the district during this transition period are encouraged to submit a *Letter of Interest* outlining their qualifications, leadership experience, and desire to serve in this capacity.

Letters of Interest should be submitted no later than **Friday, July 17, 2026**, to:

Ray Ward, Board Attorney

Email: rayward@raywardlaw.com

The Board of Education appreciates the continued support of our employees, students, families, and community as we work through this transition and remain focused on providing a high-quality education for all students.

For additional information, interested applicants may contact Mr. Ward via email.

Pickens County Board of Education

Annie Jackson, President



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QUALIFICATIONS FOR SUPERINTENDENT

For the **Pickens County Board of Education (Alabama)**, the qualifications for serving as Superintendent are governed by both Alabama law and local board policy.

Minimum Legal Qualifications

A candidate must: ^{1/2}

1. Holds a valid Alabama Certificate in Administration and Supervision issued under State Board of Education for such certificate,
2. Has had not less than five years of experience in public school work at the time he assumes office, *and*
3. Has at least three years of successful educational experience as a teacher, principal, supervisor, superintendent, educational administrator, or instructor in school administration during the five years preceding his appointment or election.
4. Holds a degree from an accredited four-year college or university.
5. If appointed by the Board, demonstrates knowledge of school administration.
6. Shall be chosen for his general fitness and character and shall be a person of recognized ability as a school administrator.

The Pickens County Board Policy Manual states: ³

“The Superintendent must possess the minimum qualifications for the position that are established by law and such other qualifications for the position that are established by law and such other qualifications as may be specified by the Board.”

While Alabama law establishes the minimum requirements, local boards often consider additional qualifications when selecting an interim superintendent, including:

- Previous superintendent experience
- Central office leadership experience
- Knowledge of Alabama school finance and state regulations
- Experience working with school boards
- Strong communication and community relations skills
- Ability to provide stability during a leadership transition

Sources:

¹ Alabama State Department of Education - County Superintendent Qualifications.

² Alabama Code §16-9-2, Qualifications of Superintendent.

³ Pickens County Board of Education Policy Manual, 2.06.1.