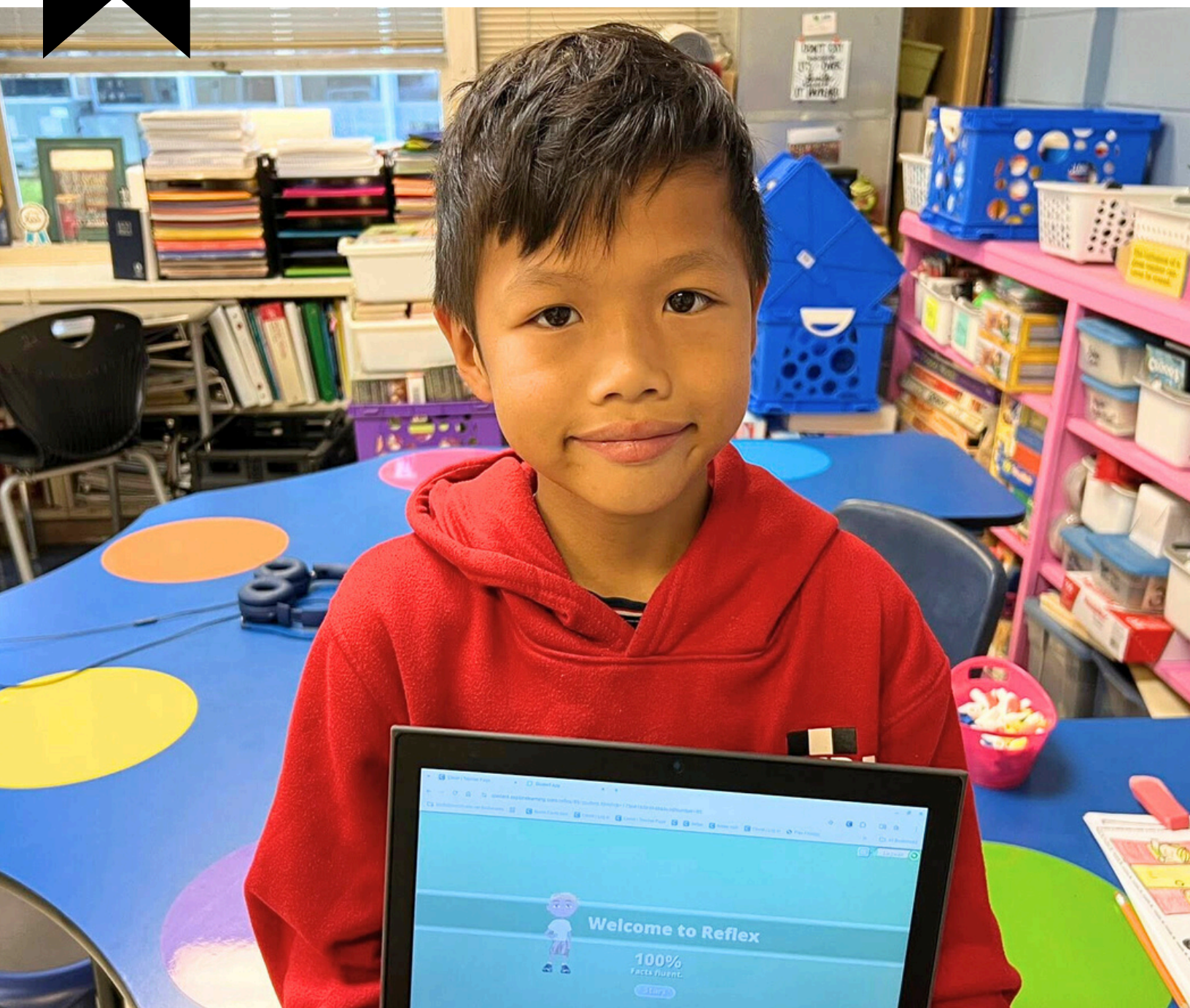




Scottsboro City Schools



SUPERINTENDENT SEARCH

APPLICATION DEADLINE: November 10, 2025

INTERVIEWS: Dec. 1-5, 2025

SUPERINTENDENT BEGINS: January 2026

About Scottsboro City Schools

Scottsboro City Schools (SCS) is one of Alabama's premier school systems, consistently ranking in the top 20% of school systems statewide. With a mission to "Inspire, Challenge, Empower – Every Student, Every Day," SCS is dedicated to fostering a culture of high expectations and individual excellence for all students.

With a 2025 graduation rate of 98.22%, SCS takes pride in its strong academic performance, including an 88 (B) on the Alabama State Report Card and outstanding growth in ACT scores and college & career readiness (98%). The class of 2025 earned over \$19.5 million in scholarships and SCS continues to lead Jackson County in dual enrollment participation.

Our career and technical education (CTE) program is thriving, having secured \$833,000 in grants and materials from stakeholder partnerships. SCS is one of the few districts in Alabama to meet all seven core indicators of performance three years in a row, with significant gains in science proficiency. We ranked fifth statewide in 2024, reflecting our growing investment in STEM at all levels.

SCS offers a well-rounded education with strong programs in the fine arts, including music, visual arts, drama and choir from elementary through high school. The award-winning Scottsboro High School (SHS) Beta Club and successful after-school enrichment program, Club Wildcat, serve as further proof of our commitment to student engagement and family support.

Athletics are a vital part of the Wildcat experience, fostering discipline, teamwork and pride. During the 2024–25 school year, SCS athletic programs earned an impressive eight state championship titles, the most in Alabama, with first-time titles in girls basketball, bowling, and swimming. Nationally, MaxPreps ranked SCS #21 for overall athletic excellence. Additionally, our celebrated SHS Band consistently receives top honors in regional, state and national competitions.

Behind every student's success is our dedicated faculty and staff. SCS prioritizes professional development to ensure educators are equipped to meet academic and emotional needs. United by purpose and pride, we are committed to excellence in every classroom, every day.

Our Community

Nestled in the scenic northeast corner of Alabama, Scottsboro is a charming small city that perfectly blends natural beauty, rich history and Southern hospitality. The city is known as "where the mountains meet the lakes," its picturesque location lying geographically between the Tennessee River and Gunter Lake.

Scottsboro provides beautiful landscapes and outdoor recreation. There are endless opportunities for boating, fishing, hiking and exploring the region's stunning surroundings. Added to the National Register of Historic Places in 1982, The Public Square and Historic District is a recognized heritage area, with architecture spanning Classical Revival and Victorian styles.

Scottsboro serves as a great place to raise a family with a mix of suburban and rural living. It sits 40 miles east of Huntsville, Ala., and about 55 miles southwest of Chattanooga, Tennessee. Residents and visitors enjoy the city's scenic beauty, slower pace of life and strong sense of community.

By the Numbers

Schools

Primary	1
Elementary	1
Intermediate	1
Junior High	1
High	1

Transportation

Number of buses	24
Number of routes	24
Total daily ridership	1,500

Demographics

White	77.7%
Two or more races	13.2%
Black	6%
Asian	1.6%
American Indian/ Alaskan Native	<1%
Hispanic/Latino	<1%
Native American/ Pacific Islander	<1%

Free/Reduced Lunch Rate:
48.5%

Total Enrollment = 2,404

Personnel

Certified	135
Classified	83
Education Specialist	5%
Bachelor's	30.4%
Master's	30.4%
Doctorate	1.1%

Financial

FY25 Total Budget: \$41.2M

Fund equity: \$8.3M

Instructional Services	44%
Instructional Support Services	14%
Operations & Maintenance	12%
Auxiliary Services	12%
General Admin Services	4%
Capital Outlay	5%
Debt Services	6%
Other	4%

State
55%

Local
34%

Other
1%

Federal
10%

Per Pupil Expenditure:

\$9,112.26



AASB School System Snapshot

View school system snapshot for
Scottsboro City Schools.

<https://bit.ly/scs-snapshot>

Search for a Proven Leader

The Scottsboro City Board of Education is seeking an experienced and dedicated leader with a strong background in driving student success to become its next superintendent.

The ideal candidate will possess the following characteristics and traits:

- **Student focused:** Makes decisions based on impact on students
- **Accountable:** Takes responsibility and accepts consequences
- **Leadership ability:** Has strength to make difficult decisions but can be flexible
- **Personally driven:** Hard worker, highly motivated

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 hold at least a master's degree from a recognized four-year college or university. A doctorate is preferred. Qualified candidates must also demonstrate a proven track record of leadership. Superintendent experience is preferred.

SALARY

The salary is \$160,000 and is negotiable based on experience and a proven track record.

SEARCH TIMELINE

Application deadline: November 10, 2025

Interviews: Dec. 1-5, 2025

Superintendent begins: January 2026

Application Process

This search is being conducted by the Alabama Association of School Boards. All applications will be taken through Frontline, AASB's online application system, by visiting Applitrack.com/alabamaschoolboards/onlineapp. If this is your first time applying for an AASB-led search via Frontline, you must first create a user account and password. Next, 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 from the institution that granted the highest degree.

If you have previously applied to an AASB-led search and already have a Frontline account, simply log in, choose to apply for this search, answer the questions specific to this search and upload a cover letter. If the official copy of your transcript is not yet part of your online file, email SuperintendentSearch@AlabamaSchoolBoards.org to have AASB upload it; 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.

SEND TRANSCRIPTS TO:

Alabama Association of School Boards
P.O. Box 4980
Montgomery, AL 36103-4980
or
SuperintendentSearch@AlabamaSchoolBoards.org

Applications must be completed and transcripts received by:

November 10, 2025

FOR MORE INFORMATION:

Contact Dr. Jan Harris at
janironsharris@gmail.com or
256-658-6834