

SUPERINTENDENT SEARCH



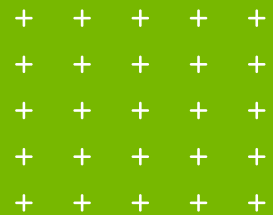
The Tuscaloosa City Schools is searching for its next superintendent, a leader who will guide the district forward with vision, integrity, and a deep commitment to students, staff, and families.



**Position Closes
Jan. 16, 2026**

IDEAL CANDIDATE:

- ✓ **VISIONARY LEADER**
- ✓ **COLLABORATIVE PROBLEM-SOLVER**
- ✓ **CHAMPION FOR STUDENTS & STAFF**
- ✓ **INNOVATIVE THINKER**
- ✓ **COMMUNITY BUILDER**



Finding our Future **SUPERINTENDENT**

The **Next Chapter** for the **Tuscaloosa City Schools**



ABOUT TCS

The Tuscaloosa City Schools serves a diverse community of approximately **11,000 students** across **21 schools**, from pre-K through high school.

Our core purpose is to provide learning experiences that prepare every student to graduate ready for college, career, and life. Guided by our commitment to helping every student reach their full potential, TCS focuses on strong instruction, meaningful relationships, and opportunities that support success in and beyond the classroom.

In the last five years, TCS had made significant academic progress across the system, which is important that we continue.

VISION: The vision of the Tuscaloosa City Schools is to be a premier, innovative school system where each and every student graduates and is fully prepared for life and career success.

OUR PROGRESS



The Tuscaloosa City Schools moved from **32%** of third graders reading proficiently in 2014 to **90%** today.



Our system continues to score higher each year on the state report card, moving from a **C district** to a **B**. Some of our schools have moved from a **D** to a **B** in just one year.



We've moved from **30%** to **96%** college and career readiness in the last **11 years**. Much of this is due to our career and technical education and dual enrollment. The majority of TCS students graduate with college credit.

TCS BY THE NUMBERS:

The MISSION of the Tuscaloosa City Schools is to create and support a culture of high expectations for each and every student to achieve personal, academic and career success.



11,303

Pre-K - 12
Students



21

schools



1,500

full-time
employees



97%

of class of 2025
had verified plans
before graduation



\$15

million
awarded in
scholarships

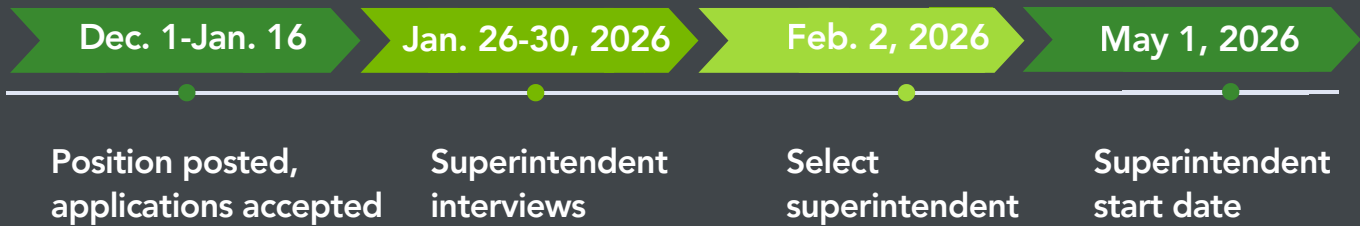


1,021

dual enrollment
courses
completed by
TCS students in
2024-2025

OUR TIMELINE

Here is our proposed timeline for filling the Superintendent position for the Tuscaloosa City Schools :



OUR PRIORITIES

The Tuscaloosa City Schools is seeking an experienced and dedicated leader with a strong background with driving student success to become its next superintendent. The ideal candidate will embody the following qualities:

REQUIRED QUALIFICATIONS

- Strong character and suitability for the role.
- Degree from an accredited four-year college or university.
- Knowledge of school administration.
- Meets any additional requirements set by state law or the State Board of Education.
- Must reside within the City of Tuscaloosa; school-age children are expected to attend Tuscaloosa City Schools unless exempted by the Board.

KEY QUALIFICATIONS

- Advanced degree (master's or doctorate).
- Five years of successful leadership at the school or district level.
- Strong interpersonal, leadership, and organizational skills.
- Solid financial management experience.
- Ability to work well with diverse groups.
- Effective delegation and decision-making skills.
- High moral character and integrity.
- Clear and effective communication.
- Commitment to long-term planning and data-driven decisions.
- Ability to evaluate staff and programs.
- Proven success in raising student achievement, engaging families, and supporting staff.
- Knowledge of K-12 curriculum and instructional practices.
- Other comparable experience will also be considered.



HOW TO APPLY.



Salary Range: The minimum salary for the position is \$240,000 plus benefits, but is negotiable based on the successful candidate's experience, proven track record of success, and other factors deemed relevant by the Board.

Application Information: The applicant is requested to print, sign, and submit an application on the approved form (available at www.tuscaloosacityschools.com) with a cover letter, curriculum vitae, and at least three professional references to: superintendent@ryanlawtusc.com (preferred) or by mail to:

Tuscaloosa Superintendent Search
c/o Dave Ryan
1629 McFarland Boulevard North
Tuscaloosa, AL 35406

Additionally, a verified transcript from the institution that granted the applicant's highest degree must be requested by the applicant and sent directly, via regular mail or email to the corresponding address listed above.

For additional information please contact Dave Ryan at (205) 469-2801 or superintendent@ryanlawtusc.com

Deadline for application: All applications must be received in the office of Ryan Law by 5:00 p.m. on **January 16, 2026**. Applicants should personally verify that all required application materials are timely received.

Timeline: The Tuscaloosa City Board of Education has posted an anticipated timeline for the search to fill the Superintendent's position. The timeline is found in the position brochure and may also be found at www.tuscaloosacityschools.com. Any applicant selected by the Board for interview will be asked to submit a transition plan for the Board's consideration at least two days prior to their scheduled interview.

Background Check Required: A background check is required for this position. This may include reviewing public and private records, confirming past employment and education, contacting references, and obtaining reports from background check providers, including a credit report. By signing the application, candidates give permission for the Tuscaloosa City Schools, its representatives, and agents to complete this process. Information gathered may be used to determine eligibility for employment. Candidates will be notified as required by the Fair Credit Reporting Act if any employment decision is based on information in the report. Copies of the report can be requested from Ryan Law, LLC.

TCS is an equal opportunity employer and does not discriminate based on race, color, religion, gender, age, disability, national or ethnic origin, gender non-conformity, genetic information, pregnancy, sexual orientation, or any other characteristic protected by law. The Tuscaloosa City Board of Education may waive minor issues in applications, seek additional information, and consider qualified candidates outside the formal application process if needed.