



Madison City Schools

Empowering All Students for Global Success

Announcement of Vacancy Superintendent of Education



The City of Madison Board of Education,
Madison, Alabama, seeks an
outstanding educational leader to serve as
Superintendent beginning no later than
September 1, 2026.



Job Description

- Job Title:** Superintendent of Madison City Schools
- Job Description:** The Superintendent serves as chief executive officer of the City of Madison Board of Education. Duties include those prescribed for superintendents under the Alabama Code (§16-12-1, et seq.) and corresponding requirements and regulations by the Alabama State Board of Education and the Madison City BOE.
- Responsibilities:**
- Implementation of Board policies, approved goals and objectives.
 - Oversight and operation of the District including instructional, business, and other functions.
 - Advises and makes recommendations to the BOE including policies and procedures aimed at District goals and legal compliance.
 - Providing effective leadership for the District with clear and consistent lines of communication with the Board, Central Office and school leadership teams, all District employees, parents, students, media and other stakeholders.
- Required Qualifications:**
- General fitness and character appropriate to the position.
 - Degree from a recognized four-year college or university.
 - Certification in administration or eligibility for such certification
 - Recognized ability as a school administrator.
 - Five years' successful public school administration (minimum).
 - General knowledge of public school administration.
 - Other statutory State Board of Education minimum qualifications.
 - Able to begin employment no later than September 1, 2026.
- Salary Range:** Minimum salary \$250,000 plus benefits, negotiable based on the successful candidate's experience and proven track record of success.

Application Information

The applicant is requested to print, sign and submit an application on the approved form (available at www.madisoncity.k12.al.us) with a cover letter, resume, and at least four professional references by e-mail to:

wsanderson@bishopcolvin.com

or by mail to:

Madison City Superintendent Search
c/o Bishop Brooks
2101 West Clinton Ave., Suite 402
Huntsville, Alabama 35805

A verified transcript from the institution that granted the applicant's highest degree must be requested by the applicant and sent directly by regular mail or by e-mail to: wsanderson@bishopcolvin.com.

For additional information, please contact Woody Sanderson at (256) 562-4081, or wsanderson@bishopcolvin.com.



Desired Traits

Leadership

One who engages with MCS employees, students, parents and stakeholders to meet the high education standards of the Madison City Board and community. This focus must be in keeping with the Madison City Schools vision statement: Empowering All Students for Global Success. The ideal candidate should understand diverse student needs including those facing challenges and have a proven record of building strong relationships with faculty, families, board members, the community and state and local political leadership. The successful candidate is expected to make Madison their home.



Personal Qualities

The City of Madison Board of Education seeks an energetic and collaborative leader as superintendent, committed to public schools and all students. The ideal candidate will demonstrate insight, empathy, fairness, and high integrity, effectively engaging with the board, staff, parents, and the community while promoting the school system's positive aspects.

Vision

Must be a proactive thinker with an understanding of complex organizations and economic changes. The superintendent will collaborate with staff, students and community to create the best environment for student achievement under school board goals and state/federal requirements. This leader must efficiently manage resources for priority initiatives under a framework of delegating responsibilities and initiating ideas.

Communication

The ideal candidate will be a good listener, approachable, and personable with stakeholders in schools and the community. They must communicate effectively with broad audiences to build trust and consensus.

Management

Key skills include knowledge of school law, financial resource analysis, curriculum and instruction expertise, and understanding age-appropriate discipline. The ideal candidate will also be proactive in building the case for seeking additional needed resources if necessary.





Application Information

Deadline for Applying:

All applications for the position must be received in the office of Bishop Brooks by the close of business, 5 p.m. Central daylight time, on July 1, 2026. Applicants are strongly urged to personally verify timely submission of their application materials.

Background Check Requirement:

A background investigation is required. These investigations may include, but are not limited to, analysis of public and private documents, contact with former employers and references, verification of employment, education, and credentialing. Candidates will be required to provide authorization for agents of Madison City Schools to:

- Conduct a background investigation as described above.
- Conduct a credit check.
- Use information from the background investigation and credit history to determine eligibility and qualification for pre-employment consideration and for continued employment if hired.

Upon request, information gathered is provided to Applicant in accordance with the Fair Credit Reporting Act (FCRA).



The City of Madison Board of Education reserves the right to waive non-material defects or discrepancies in applications; to verify, clarify, or obtain additional information regarding applicants, including relevant background information; and to consider qualified candidates who have not participated in the formal application process described above.



About Madison City Schools

Student Population

13,280 Students

51% White	14% Special Education
21% African American	21% Military-connected families
9% Asian	6% English Language Learners
3% Hispanic	27% Poverty
16% Two or More Races	

Avg Yearly Growth: 353 Students



Schools

Spring 2026 Enrollment

Pre-K (2)	322
Elementary (7)	5,565
Middle (3)	3,169
High School (2)	4,224



District Success

- 37 National Merit Finalists
- 16 US Presidential Scholars
- 64% of seniors earned \$72 million in scholarship offers
- 17% of the Class of 2025 earned a 30 or higher on the ACT
- A Average on State Report Card
- 122 National Board-Certified Teachers
- US News & World Report ranks all elementary schools in the top 10%
- US News & World Report ranks all middle & high schools in the top 3%



Personnel

Certified	976
Classified	603
Administrative	67





About the City of Madison

The City of Madison is a thriving suburb just west of Huntsville, AL. The latest Census estimates rank Madison as Alabama's 10th largest city with 67,204 residents. Neighboring Huntsville is now the state's largest city at 233,627 residents. It is an affluent suburban community, with residents working in highly technical jobs with companies such as SCI, FBI, Intergraph, Boeing, as well as the U.S. Army Aviation and Missile Command and NASA. Over 69% of adults in Madison hold Bachelor's or advanced degrees.

The Madison City School system was created in 1998. It is the fastest growing school system in Alabama and now the state's 12th largest school district. The District has a \$200 million operating budget with approximately 1,646 employees. For the 2025-26 school year enrollment was 13,280 students spread across two 9th-12th grade high schools, three 6th-8th grade middle schools, seven K-5 elementary schools, RISE Academy alternative school, and a stand-alone PreK Center. An eighth elementary school opens in August 2026.

Enrollment grows steadily by 300-400 students per year. Yet, notwithstanding the challenges arising from this explosive growth, the district is one of only a handful of the 149 Alabama public school systems to have consistently received all A's on state report cards for the past decade.

Members of the City of Madison Board of Education are appointed by the City Council to represent all residents of the city. Each individual school board member makes decisions in the best interests of all Madison City schools and students, not just those of a particular geographic area. Since the Board's inception members have chosen to perform their duties solely as public servants, without compensation.

Residents of the Town of Triana are included in Madison City Schools' attendance zones by agreement. Residents of Madison and Triana have twice imposed additional permanent municipal ad valorem taxes (23 mills in Madison and 21 mills in Triana) to support Madison's schools. Residents have also consistently supported renewal of district and county-wide taxes and continuously support the schools through active Parent Teacher Associations (PTAs), booster clubs, volunteerism, and strong business and industry partnerships throughout the community. The Madison City Council recently permanently extended an expiring half-cent city sales tax for public schools in the City.

One of the hallmarks of Madison City Schools is ensuring that all schools perform at a high level. No matter where one lives in the City, students may attend very successful schools. Continuous rapid growth requires frequent rezoning as populations shift and new schools are built. Keeping schools socioeconomically balanced is a key focus in rezonings and an important factor in the success of Madison City Schools.

