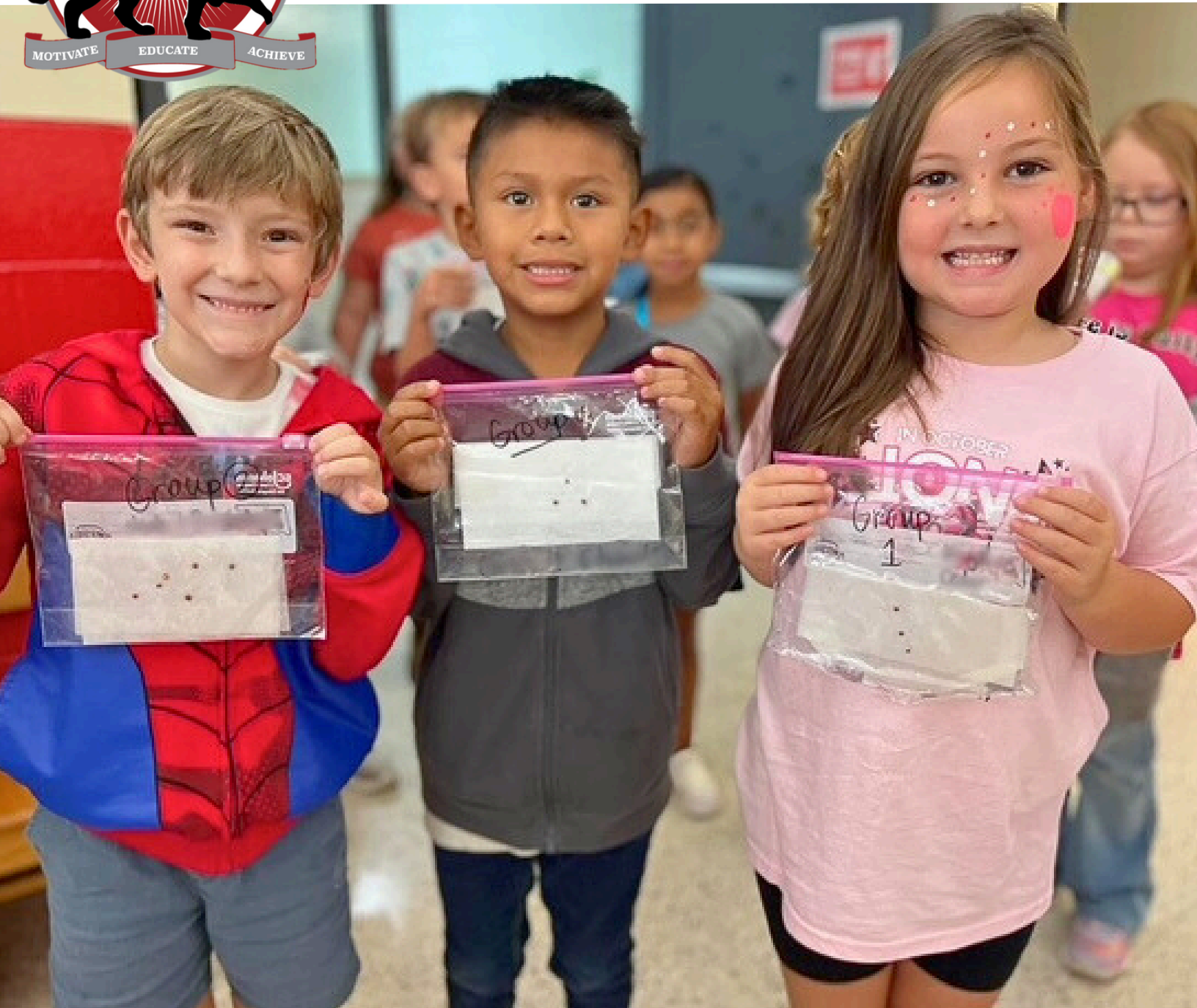




# HALEYVILLE CITY SCHOOLS



## SUPERINTENDENT SEARCH

**APPLICATION DEADLINE:** August 25, 2025

**INTERVIEWS:** September 8-12, 2025

**SUPERINTENDENT BEGINS:** November 2025

# About Haleyville City Schools

At Haleyville City Schools (HCS), we strive to provide students with the best academic and extra-curricular opportunities. We work under the belief that excellence, integrity, innovation, equity and collaboration are essential to our success. Each school develops yearly goals and action steps to guide the practice of continual improvement in teaching and learning for academic success.

HCS encourages students to remain in school to reach their fullest potential and become college and/or career ready. In addition to the core content areas, HCS has a history of enriching student learning by providing opportunities for art, music, STEM and a host of extra-curricular clubs, sports teams, competitions and activities.

Our system implemented a STEAM initiative in 2018, and all four of our campus sites earned the distinction of becoming Cognia STEM Certified schools. We promote collaboration and real-world problem solving in all grades. STEAM coordinators are at all campus sites to mentor and support a STEM mindset and instruction along with planning STEAM events for their respective schools.

Annually, the district comes together to host an Art/STEM Expo, where students in grades pre-K-12 exhibit a piece of framed art for sale to the public. The Haleyville community is heavily involved in supporting our students' art, musical performances and demonstrations.

HCS proudly celebrates the success of Haleyville High School which has accomplished a 100% graduation and College and Career Readiness rate. The school also boasts a multitude of honors in sports, band and individual clubs. Our golf team has won four state championships and the baseball team advanced to the third round of the playoffs in 2025.

The Haleyville Center of Technology is a tremendous asset to HCS and showcases award winning student performances each year, as it prepares students for the workforce of tomorrow. The center recently celebrated 119 credentials, with 37 students taking dual enrollment classes, 51 program completions, 68 bulldozer/skid steer certifications, two PCT Nursing certifications and one Pharmacy tech certification.

Our school system is proud to have earned an "A" on the Alabama State Report Card. Implementing the "HCS Super 7" has strengthened communication and soft skills among all students. We continually seek ways to enhance the learning environment for all ages. In all that we do, our goal remains to nurture lifelong learners who are ready to make a positive impact in their communities and beyond.

We are honored to be known as the "Home of Champions", as we seek new and innovative ways to equip every student to be a champion in all areas of their lives.

## Our Community

Haleyville, Ala., is a close-knit North Alabama community where innovation and small-town charm intersect. Nestled in the foothills of the Appalachian Mountains, Haleyville is best known as the birthplace of the nation's first 9-1-1 emergency call, an enduring symbol of the city's pioneering spirit.

With a proud history rooted in manufacturing, education and public service, Haleyville blends its rich heritage with a focus on progress. The city features inviting parks and family-friendly festivals that reflect its commitment to community and quality of life. Locals and visitors enjoy downtown shops, local diners and outdoor activities in scenic spots like the nearby Natural Bridge, Bankhead National Forest and Lewis Smith Lake.

Haleyville's legacy of service, combined with its welcoming atmosphere and forward-looking mindset, make it a unique place to live, work and connect in the heart of Northwest Alabama.



# By the Numbers

## Schools

Elementary School	1
Middle School	1
High School	1
Career Tech	1

## Transportation

Number of Buses	18
Number of Routes	16
Total Ridership	800

## Demographics

White	94%
Black	1.1%
Two or more races	3.1%
American Indian/ Alaskan Native	1.3%
Asian	<1%

**Free/Reduced Lunch Rate:**  
72%

**Total Enrollment = 1577**

## Personnel

Certified	133
Classified	83
National Board Certified	3
Master's	66
Bachelor's	52
Doctorate	4

## Financial

**FY25 Total Budget: \$26M**

Fund balance: 4.16 months

Instruction	68%
Auxiliary	8%
Operations	7%
Capital Outlay	6%
Debt Service	3%
General Admin	4%
Other	6%

**State**  
66%

**Local**  
20%

**Federal**  
14%

**Per Pupil Expenditure:**  
\$12,980



**AASB School System Snapshot**

View school system snapshot for  
Haleyville City Schools.

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



# Search for a Proven Leader



The Haleyville 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
- **Articulate:** Communicates effectively with others

## 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 range is between \$140,000 - \$165,000 based on experience and a proven track record.

## SEARCH TIMELINE

Application deadline: August 25, 2025

Interviews: September 8-12, 2025

Superintendent begins: November 2025

# 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](https://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](mailto: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](mailto:SuperintendentSearch@AlabamaSchoolBoards.org)

**Applications must be completed and transcripts received by:**

**August 25, 2025**

## FOR MORE INFORMATION:

For additional information, contact Dr. Timothy Morgan at 256-366-5705 or [tjmorgan107@gmail.com](mailto:tjmorgan107@gmail.com).