



SUPERINTENDENT SEARCH



Application Deadline: October 25, 2026
Interviews: November 16-19, 2026
Superintendent Begins: January 2027

About Midfield City Schools

Midfield City Schools (MCS) is a close-knit school system committed to challenging, supporting and celebrating all students. Across every level, MCS proves that focus on instruction, culture and student support translates into success.

Our dedication to academic excellence turns into tangible results. Midfield High School (MHS) reports that its average ACT score has risen by 1.4 points, a result driven by Pate Time, a protected schedule block dedicated to ACT prep, intervention, and enrichment, backed by ongoing boot camps and data analysis. At Midfield Elementary School (MES), every grade level exceeded its academic growth goal with 5% gains in reading and math, and 77% of third-graders met sufficiency on the 2026 ACAP Reading Assessment, supported by Writing, Inquiry, Collaboration, Organization, and Reading (WICOR) strategies, small-group instruction and WIN time.

Academic gains are matched by a stronger, more supportive school environment. Average daily attendance at MHS has risen to 92%, giving more students consistent access to instruction. At the same time, alternative approaches to discipline have contributed to a 15% reduction in out-of-school suspensions, keeping students in school and engaged in learning rather than removed from it.

Preparing students for life after graduation is a system-wide priority. Students are exposed to multiple post-secondary pathways including college, career and skilled trades through local college partnerships and dedicated curriculum through the Advancement Via Individual Determination (AVID) program.

Beyond the classroom, Midfield students are offered ways to connect and excel. MHS basketball programs have delivered significant success, including area championships and Elite Eight appearances, generating positive recognition for the school and community.

The Shine Bright 21st CCLC program at MES enhances learning beyond regular school hours by offering enrichment in STEAM, coding, chess, Spanish, art, and digital media. Additionally, athletics, band, college and career activities, along with various student events, continue to grow, providing students with more opportunities to engage and feel a sense of belonging within their school.

Strong schools are built with strong partnerships. Family engagement is a growing focus, from PTO involvement and surveys to Family Literacy Night and consistent parent outreach through Class Dojo. Community partnerships are expanding too, with MHS working alongside community organizations, higher-education institutions, and businesses to broaden the opportunities and resources available to students.

What ties these achievements together is a shared belief: academic growth, positive culture, career readiness and family partnership are not separate boxes to check but interconnected parts of one mission. Together, the Midfield community is shaping the present and paving the way for a brighter, more promising future for all its students.

Our Community

Nestled just southwest of Birmingham along U.S. 11 is the city of Midfield, known as "the convenient city," for its easy access to everything the metro area has to offer. Located in Jefferson County, Midfield sits roughly 20 miles from downtown Birmingham and just a short drive from the Alabama-Mississippi state line.

Midfield offers a genuine quality of life with something for everyone. Residents enjoy Midfield Park's playgrounds, splash pad, fishing lake and ball fields, along with scenic hiking on the nearby High Ore Line Trail. The broader Birmingham area rounds out that lifestyle with a thriving food and arts scene, family attractions like the Birmingham Zoo and McWane Science Center, and rich historical and cultural landmarks throughout the region.

With its strong community pride, welcoming spirit and unmatched convenience to a major metro, Midfield is a place leaders and families alike are proud to call home.

By the Numbers

Our System

Elementary School	1
Middle School	1
High School	1
Alternative Learning	1

Transportation

Number of Bus Routes	7
Number of Buses	10
Daily Riders	285

Demographics

Black	~81.5%
White	~1.3%
Hispanic/Latino	~9%
American Indian/ Alaskan Native	<1%
Pacific Islander	<1%
Two or more races	~3%
Other	~2.4%
Unclassified	~2.1%

Free/Reduced Lunch

84% / 68%
FREE REDUCED

Personnel

Certified	39
Classified	31
National Board Certified	1
Master's Degree	30
Education Specialist	10
Doctorate Degree	5

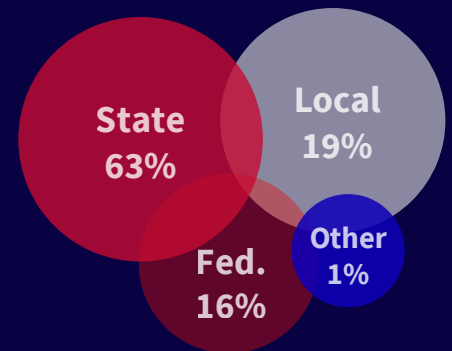
Financial

Total Budget: \$17.5M

Instruction	42%
Instructional Support	17%
Auxiliary Services	10%
Operations & Maintenance	11%
General Administrative	14%
Capital Outlay	2%
Debt Services	1%
Other	4%

Total Enrollment

875



Per-Pupil Expenditure:
\$10,363.03

 **School System Snapshot** 

**View School System Snapshot for
Midfield City Schools**



Visit: bit.ly/MidfieldSnapshot

Search for a Visionary Leader

The Midfield City Board of Education is seeking a dynamic and forward-thinking leader to step into the role of superintendent.

The ideal candidate will possess the following characteristics and traits:

- **Student focused:** Makes decisions based on impact on students.
- **Articulate:** Communicates effectively with others.
- **Accountable:** Takes responsibility and accepts consequences.
- **Leadership ability:** Has strength to make difficult decisions but can be flexible.
- **Visionary:** Sees where the system can go.

QUALIFICATIONS

Alabama law requires the superintendent be chosen for general fitness and character and that he/she be knowledgeable in school administration. The successful applicant also must have or be eligible for the appropriate certification to serve as a superintendent in Alabama. Superintendent experience is preferred. In addition the successful applicant must hold at least a master's degree from an accredited college or university.

SALARY

The starting salary is \$150,000-\$160,000 and negotiable based on experience and a proven track record of success.

SEARCH TIMELINE

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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 [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. You may email SuperintendentSearch@AlabamaSchoolBoards.org to have AASB upload the official copy of your transcript if it is not yet part of your online file; 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.

Applications must be completed and transcripts received by:

October 25, 2026

FOR MORE INFORMATION:

For additional information contact
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AASB and the Midfield City Board of Education are equal opportunity employers and will not discriminate on the basis of a person's race color sex age religion national origin disability genetics veteran status or any other personal characteristic protected by law.