



MONROE COUNTY SCHOOLS



SUPERINTENDENT SEARCH

Application Deadline: January 24, 2025

Interviews: February 17-21, 2025

Superintendent Begins: April 1, 2025

About Monroe County Schools

Monroe County Schools (MCS) is a system rooted in tradition, resilience and a commitment to educational excellence. Schools across the county emphasize academic achievement, character development and community engagement.

Our school system is dedicated to academic innovation. Classrooms are equipped with modern technology, enabling students to engage in interactive learning experiences. MCS recently integrated EdGenuity, a new learning management system, and used grants to fund new computers and earbuds to ensure all students have access to the tools they need to succeed.

Career and technical education (CTE) also plays a crucial role in our system's offerings. During the 2023-2024 school year, students earned 168 industry-recognized certifications, including Microsoft Office Specialist, Certified Nursing Assistant and NCCER Core. Additional certifications were made available through a partnership with the Alabama Community College System Innovation Center. These initiatives empower our students with the skills and qualifications needed to excel in today's competitive job market.

MCS has demonstrated measurable progress in student outcomes and notable improvements in college and career readiness, prompting recognition as one of Alabama's Top 25 Most Improved Schools.

The Alabama School Report Card indicates a 100% academic growth and 10-point increase in academic achievement school-wide for the 2023-2024 school year. In addition, 94% of third grade students are reading at or above the Alabama Literacy Act sufficiency level with a 100% promotion rate.

At MCS, we place a strong emphasis on extracurricular activities in effort to foster school spirit and provide students with opportunities to develop their talents. We proudly support the success of our athletics teams, including our 2023-2024 EXCEL softball and varsity football teams that reached state-level competitions.

Blending academic rigor and personal development, MCS is dedicated to shaping future leaders who are prepared to contribute meaningfully to their communities and beyond.

Our Community

Monroe County, Ala. is a region rich in history, culture and southern hospitality. Nestled in the heart of southwest Alabama, the county is known for its literary legacy, most notably as the home of Pulitzer Prize-winning author Harper Lee. Small, yet vibrant, the community is proud of its historic charm and tight-knit atmosphere.

Beyond its literary fame, Monroe County offers scenic landscapes, including rolling woodlands and serene waterways perfect for outdoor adventures like fishing, hiking and canoeing. The community comes together through local events such as the annual production of "To Kill a Mockingbird" at the historic courthouse, now a celebrated museum.

Education and community pride are at the heart of Monroe County's identity. Its schools focus on fostering student achievement, while community colleges provide career and technical training for lifelong success. With its blend of historical significance, natural beauty and warm-hearted people, Monroe County continues to inspire and welcome all who visit or call it home.

By the Numbers

Schools

PreK -12 Schools	3
Elementary Schools	1
Middle Schools	1
Intermediate Schools	1
High Schools	1
Career Tech Schools	1
Alternative Schools	1

Demographics

Black	47%
White	41%
Hispanic/Latino	2%
American Indian/ Alaska Native	5.1%
Asian	<1%
Two or more races	4.6%
Free & Reduced Lunch:	77%

Personnel

Certified	257
Classified	180
National Board Certified	3

Transportation

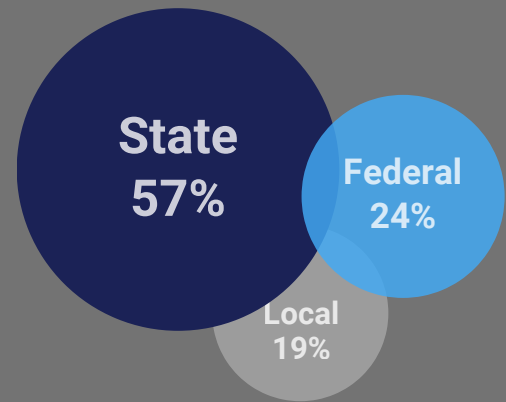
Number of Bus Routes	45
Number of buses	78
Average Daily Ridership	1,511

Financial

Budget: \$47.2M

Instructional	60.5%
Operation & Maintenance	21.9%
Administrative	3.4%
Capital Outlay	9.5%
Debt Service	1.6%
Other	3.0%

Total Enrollment = 2,974



Per Pupil Expenditure:
\$13,706

 AASB School System Snapshot

View school system snapshot for
Monroe County Schools.

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

Search for a Proven Leader

The Monroe County Board of Education is seeking an experienced and dedicated leader with a strong background in driving student success to become its next superintendent. The board also is seeking a candidate who:

- Is visionary and goal oriented
- Creates a good working environment for all employees
- Is skilled in making data-driven decisions
- Demonstrates ability to improve student achievement
- Prepares students for college and careers
- Effectively leads an administrative team

QUALIFICATIONS

Alabama law requires the superintendent be chosen for general fitness and character and that he or she be knowledgeable in school administration. The candidate must hold at least a master's degree in education. An earned doctorate is preferred but not required. The successful applicant should have or be eligible for the appropriate certification to serve as a superintendent in Alabama. He or she must have experience as a classroom teacher and at least five years' experience in public school work. In addition, he or she must have worked for at least the last five years as a principal, administrator, assistant superintendent or superintendent. The successful candidate must also be qualified to be bonded by the school system's insurance carrier.

SALARY

The salary range is between \$145,000-\$175,000 based on experience and a proven track record.

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, 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. 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.

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:

January 24, 2025

FOR MORE INFORMATION:

For additional information, contact Dr. Timothy Morgan at 256-366-5705 or tjmorgan107@gmail.com.