

APPLICATION & SELECTION PROCEDURE

All nominations, letters of application, inquiries, credentials, and copies of legal proof of qualifications should be addressed to:



PO. Box 7346, Omaha, NE 68107
Phone (402) 991-7031 Fax (402) 991-7168
E-mail: mail@macnjake.com www.macnjake.com

An application for Superintendent should include:

- A letter setting forth personal qualifications, experiences, and reasons for interest in the position.
- A current résumé.
- A completed application form.
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact Board members. Any effort to do so will eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible. However, McPherson & Jacobson complies with individual states' Freedom of Information laws. In the final process, the Board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Selection Timeline

1. Application deadline: June 23, 2008.
2. Finalists selected by Board of Education by: July 15, 2008.
3. Interviews with Board of Education: July 21-24, 2008.
4. Starting Date: August 1, 2008.

Selma City Schools is an Equal Opportunity Employer.

*An Invitation to Apply
for the Position of*

Superintendent of Schools

**Selma City
Schools**



Selma, Alabama

The Position

The Selma Board of Education, Selma, Alabama, is seeking a highly-qualified and fully-certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position on or before August 1, 2008.

McPherson & Jacobson L.L.C. Recruitment and Development has been engaged as the consultant in a search for outstanding candidates. They will assist the Board of Education in identifying and screening the candidates.

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The Board recognizes that selecting a Superintendent is one of the most important decisions it will make. The Board and stakeholder representatives have identified the need for a strong educational leader with the following desired characteristics:

- An experienced visionary leader with a knowledge of school law and superintendent experience.
- A strong academic leader willing to be accountable and willing to hold others accountable.
- A student-centered decision maker who makes non-political decisions.
- A leader with strong fiscal management skills with the ability to work within a diverse environment.

The Community

Selma, the county seat of Dallas County, is located approximately 40 miles west of Montgomery, Alabama. The population of Dallas County is 44,738, Selma has 19,873 residents. Selma is nestled in the central Alabama Valley and its motto is "From Civil War to Civil Rights and Beyond."

Manufacturing is the major industry in Selma. Major employers are: International Paper Company; Bush Hog, L.L.C.; Meadowcraft, Inc.; American Apparel; HL-A Company, Inc.; Hanil E-Hwa Interior Systems; R. L. Zeigler Company; Altadis U.S.A., Phillies Cigar; and Renosol Seating.

Vaughan Regional Medical Center provides medical care for the city. There are also three nursing homes, two assisted living facilities, five home health services, hospice care, Cahaba Center for Mental Health, and West Central Alabama Rehabilitation Center.

Over 4,500 residents participate annually in the many recreational activities available. Some of the programs are baseball, basketball, ceramics, golf, soccer, softball, tennis, and art camp. There are 17 practice fields, 12 game fields, a skateboard park, walking track, public golf courses, fitness centers, and a new YMCA. Other outdoor sports include fishing, boating, and water sports.

Cultural and activities include the arts, theatre, and concerts. Some of the annual community activities are Bridge Crossing Jubilee, Battle of Selma Re-Enactment & Grand Ball at Sturdivant Hall, River City Ride, Bike Rally and Blues Festival, Bass Tournament, Alabama Tale Tellin' Festival, Kenan's Mill Fall Festival, and the Selma & Dallas County Annual Christmas Parade.

Higher educational opportunities are available from Concordia University, Selma University and Wallace Community College in Selma. Judson College and Marion Military Institute are located in Marion, Alabama.

School District website: www.selmacityschools.org The District

Selma City Schools has an enrollment of approximately 4,140 students. The district covers 13.86 square miles. There are 509 staff members: 27 administrators, 304 certified teachers, and 178 classified staff members.

There are eight elementary schools, two middle schools, one high school, and two alternative programs. The school district is accredited by the Alabama Department of Education and by the Southern Association of Colleges and Schools.

For the 2007-2008 school year, Selma City Schools has met the Adequate Yearly Progress (AYP). Improvement is still needed in the high school Reading AYP and the High School Additional Academic Indicator AYP.

Additional challenges facing the school district are: a lack of vertical and horizontal articulation in content areas on all grade levels in the system and within divisions; and the district has a lack of consistency in tracking student performance using data-driven measurements and student profiles in grades K-12.

Selma City Schools offers the only alternative Early College program in the State of Alabama. This program is a partnership between the Selma City Schools, Wallace Community College-Selma, Alabama State University, Tuskegee University, and Alabama A & M.

Other programs in the district include: the Alabama Math, Science and Technology Initiative (AMSTI), a Torchbearer School Distinction, Alabama Reading Initiative (ARI), Alabama Reading First Initiative (ARFI), Distance Learning (for AP Classes, general education, and credit recovery), AFROTC program, Broadcast Television Studio, Wellness and Fitness Program, and At-Risk Prevention Program.

The assessed valuation for the district is \$36,264,018. The operating budget is \$33,736,184.

Board of Education

The Board of Education consists of eleven members who are each appointed to serve a five-year term. The tenure of the Board members ranges from newly appointed to 11 years.

Name	Occupation	Years Served
Mrs. Barbara Stapp-Hiouas, President	Retired Educator	2 years
Rev. Winston Williams, Vice President	Pastor/Coach	Newly appointed
Dr. Kirit Chapatwala	Prof. of Biology/Consultant	7 years
Rev. Coley Chestnut	Pastor	2 years
Dr. Anne Fitts	Retired/College English Teacher	5 years
Mr. Benjamin Givan	Retired	7 years
Mrs. Debra Reeves Howard	Selma Career Link	4 years
Mrs. Sylvia Smith	Accountant	Newly appointed
Dr. Udo Ufomadu	Inspector, USDA	Newly appointed
Mrs. Jane E. Walker	Dir. of AL Math, Science and Technology Institute	Newly appointed
Mr. John Williams	Director-Community Action Agency	11 years

MISSION STATEMENT

The Selma City Schools are committed to excellence in education. This commitment includes providing effective instructional leadership, responsible fiscal management and quality learning environments for students. The schools seek to establish and maintain strong ties with parents and the community and share with them the responsibility of preparing children to become effective students and contributing members of society.