



ZARK CITY SCHOOLS

#ONEEAGLE



SUPERINTENDENT SEARCH

APPLICATION DEADLINE: February 18, 2026

INTERVIEWS: Interviews will begin in March

SUPERINTENDENT BEGINS: May 2026

About Ozark City Schools

Ozark City Schools (OCS) is defined by strong momentum and a commitment to student success. We are currently celebrating our highest state report card score in district history, a milestone that, along with our 91.36% graduation rate, reflects the hard work and dedication of our educators. As a Purple Star School system, we take great pride in our support for military-connected families and our reputation as a welcoming environment for all.

Our educational framework is built on a foundation of innovation and specialized learning. Carroll High School is Cognia STEM certified, and our 1:1 technology initiative equips every student for the digital age. At D.A. Smith Middle School, the Career Exploration Center features "Project Lead the Way" and "We Build It Better" STEM labs, with a new science lab currently in development.

We believe in providing diverse pathways to success. While 24% of our high schoolers are enrolled in Advanced Placement and dual enrollment courses, 100% of our students are active participants or concentrators in Career and Technical Education (CTE). Programs include computer science, additive manufacturing, health science and more. This balanced approach prepares every graduate for both higher education and the workforce.

Our school system's commitment to the whole child is visible in our vibrant arts programs and specialized facilities. We employ full-time music teachers at every school, embedding creative expression and an appreciation for the arts into the student experience from day one.

Furthermore, we are dedicated to our students with the most significant needs, as seen in the newly renovated Discovery Education Center at Mixon Intermediate School. This center serves students with severe and profound disabilities from both Mixon and Lisenby Primary School.

Our facilities are a point of community pride, ranging from a newly updated track and stadium to secure campuses equipped with the latest technology and monitoring systems to maintain a safe learning environment.

OCS is in a robust financial position, holding four months' reserves in the general fund. This creates a strong base for future growth and capital projects. Our success is bolstered by strong partnerships with the City Council, County Commission and a network of local businesses deeply invested in our schools.

Our Community

Known as "The Home of Fort Rucker" and the Heart of Dale County, Ozark is a city of nearly 15,000 located in the southeast corner of Alabama. Residents appreciate the city's small-town atmosphere and friendly people as well as its close proximity to larger cities and other attractions.

A great place to raise a family and a perfect place to retire, Ozark is a community that comes together for the common good with a solid foundation of conservative values and a strong work ethic. The city's residents are hard-working people who will go the extra mile to get the job done right.

Ozark prides itself on a vision of positive economic growth and "community unity." Excellence in education is a priority for this community, which realizes its future lies in the hands of today's youth. The city places a strong focus on education, from kindergarten through college.

Residents and visitors alike will enjoy the quality and variety found in the city's local shops and stores. A diverse array of enjoyable community events attract visitors and instill pride among residents. From various recreational facilities to the Dowling Museum/Ann Rudd Art Center to Ozark's own 92-acre Ed Lisenby Lake, many treasures await. With year-round warm temperatures, rivers, creeks, lakes, golf course, walking, birding, and mountain bike trails, Ozark is the perfect home for outdoor enthusiasts and hunters.

By the Numbers

Schools

High	1
Middle	1
Intermediate	1
Elementary	1
K-12 Alternative	1
Career Tech	1

Demographics

Black	52%
White	32.4%
Two or more races	12.6%
Hispanic	1.7%
Asian	<1%
American Indian/ Alaskan Native	<1%
Native Hawaiian/ Pacific Islander	<1%

Free/Reduced Lunch
72%

Personnel

Certified	181
Classified	90
Doctoral Degree	2
Master's Degree	79
National Board Certified	1

Transportation

Average Daily Ridership	1,262
Number of Bus Routes	33
Number of Buses	37

Total Enrollment
1,740

Financial

Total Budget: \$30.1 Million

Instruction	62%
Operations & Maintenance	9%
Auxiliary	13%
Administration	5%
Capital Outlay	3%
Debt Services	6%
Other Expenditures	2%

State
62%

Local
26%

Fed.
12%

Per-Pupil Expenditure:
\$14,948



School System Snapshot



View School System Snapshot for
Ozark City Schools.

<https://bit.ly/OzarkCSSnapshot>

Search for a Visionary Leader

The Ozark City Board of Education is seeking a skilled and visionary leader to build on the strengths of this well-performing school system.

Other desired skills and traits include:

- Strong analytical thinking and problem-solving skills
- Ability to lead the system in the development of a more unified team concept
- A skilled evaluator of programs and staff
- Strong communication skills, including written and verbal skills, and the ability to be an effective spokesperson for the school system
- Able to generate support from community groups
- Willing to listen to others
- Ability to initiate and adapt to change
- Demonstrated ability to raise student achievement
- Goal oriented

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. In addition, the successful applicant must hold at least a master's degree from an accredited college or university.

SALARY

Base salary is \$150,000 and will be negotiated based on qualifications and years of successful experience.

SEARCH TIMELINE

Application Deadline: February 18, 2026

Interviews: Interviews will begin in March

Superintendent Begins: May 2026

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.

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:
February 18, 2026**

FOR MORE INFORMATION:

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

AASB and the Ozark 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.