



# DOTHAN CITY SCHOOLS



## SUPERINTENDENT SEARCH

**APPLICATION DEADLINE:** May 30, 2025

**INTERVIEWS:** June 9-12, 2025

**SUPERINTENDENT BEGINS:** July 2025



# About Dothan City Schools

Dothan City Schools (DCS) embodies a commitment to academic excellence, personal growth and career readiness. We aim to ensure students not only succeed in school but also are well-prepared for future endeavors.

Our schools have achieved significant success through innovative programs and community collaboration. Carver School for Math, Science and Technology has made remarkable strides exemplified by receiving the prestigious 2024 National Blue Ribbon Award, distinguishing it as one of only 356 schools nationwide to be honored and representing a mere 1% of schools across the country. This accolade highlighted the elementary school's academic excellence and effective strategies in closing achievement gaps.

DCS embraces a collaborative approach to education that extends beyond classroom walls. Our Bright Key® program exemplifies a commitment to addressing the comprehensive needs of every student. By focusing on the interconnectedness of family, school and community, Bright Key® ensures students receive the support necessary for their growth. The success of this initiative is deeply rooted in its collaborative approach, actively involving parents, teachers and community members to identify and meet the needs of all students.

Dothan Tech further enhances student opportunities by offering robust career-technical education (CTE) opportunities to Dothan High School students. With 17 diverse programs, including automotive repair and health sciences, students gain valuable insights into potential career paths. The facility supports approximately 630 CTE students, 60 dual-enrollment students and 100 JROTC participants, providing a comprehensive platform for skill development.

Extracurriculars play a vital role in emphasizing community and school spirit in DCS. Students regularly compete in statewide and regional art competitions. Additionally, Dothan athletics has a strong tradition of excellence as a 7A program in Alabama, competing in various sports such as football, softball and basketball.

DCS champions the potential of every student. Our Whole Child Initiative focuses on the development of successful learners through five key tenets, ensuring each child is healthy, safe, challenged, supported and engaged. As a result of this initiative, students are knowledgeable, emotionally and physically healthy, and civically inspired. Each child is nurtured to succeed in all areas of life.

Looking ahead, DCS remains committed to fostering an environment where innovation thrives and every student discovers their unique pathway to success.

## Our Community

Dothan, Ala., is a dynamic Southern city where innovation, hospitality and hometown pride come together. The heart of Alabama's Wiregrass region and known as the "Peanut Capital of the World," Dothan blends agricultural roots with a thriving arts scene, modern amenities and a warm, welcoming atmosphere.

The city boasts a series of intricate murals that depict the rich cultural history, including tributes to agriculture, notable figures and pivotal moments. Residents and visitors alike enjoy a variety of attractions, from beautiful parks and walking trails to unique shops, museums and local eateries. Sports enthusiasts can enjoy the scenic Highland Oaks Golf Course which is part of the world-renowned Robert Trent Jones Golf Trail.

Dothan's community is further enriched by a wide range of educational and economic opportunities. With its charming blend of tradition, innovation and Southern hospitality, Dothan is the perfect place to build lasting connections.



# By the Numbers

## Schools

Pre-K	2
Elementary Schools	10
Middle Schools	2
High Schools	2
Virtual Schools	1
Alternative Schools	1
Career Tech	1

## Transportation

Number of Buses	90
Number of Routes	71
Total Ridership	4,367

## Demographics

Black	61.81%
White	30.66%
Two or more races	3.98%
American Indian/ Alaskan Native	1.19%
Asian	2.23%
Native Hawaiian/ Pacific Islander	0.14%
Hispanic/Latino	9.57%

**Free Lunch Rate:**  
72.4%

Community Eligibility Program

**Total Enrollment = 8352**

## Personnel

Certified	688
Classified	526
National Board Certified	12
Master's	316
Ed.S.	39
Doctorate	20

## Financial

**FY25 Total Budget: \$114.5M**

Fund equity: \$18.8M

Instruction	63%
Administrative	34%
Capital Outlay & Debt Services	3%

**State**  
59%

**Local**  
23%

**Federal**  
18%



**Per Pupil Expenditure:**  
\$14,891



**AASB School System Snapshot**

View school system snapshot for  
Dothan City Schools.

<https://bit.ly/dothan-city-snapshot>

# Search for a Proven Leader



The Dothan City Board of Education is seeking an experienced and dedicated leader with a strong background in driving student success to become its next superintendent.

## 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 an earned doctorate from an accredited institution. The successful applicant should have an Alabama certificate in Administration and Leadership. 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.

## SALARY

The salary is negotiable based on experience and a proven track record.

## SEARCH TIMELINE

Application deadline:	May 30, 2025
Interviews:	June 9-12, 2025
Superintendent begins:	July 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:**

**May 30, 2025**

## FOR MORE INFORMATION:

For additional information, contact Dr. Jan Harris at 256-658-6834 or [janironsharris@gmail.com](mailto:janironsharris@gmail.com).