ALABAMA DEPARTMENT OF YOUTH SERVICES

DEPARTMENT OF YOUTH SERVICES SCHOOL DISTRICT

NOTICE OF VACANCY

SUPERINTENDENT

The Alabama Youth Services Board, acting in its capacity as the Board of Education for the Alabama Department of Youth Services School District ("Board"), hereby gives notice of a vacancy in the position of Superintendent of the Department of Youth Services School District pursuant to § 16-60-111.9, Code of Alabama 1975.

The current Superintendent has announced her retirement effective August 31, 2026.

Pursuant to Alabama law, the Superintendent serves at the will and pleasure of the Executive Director of the Alabama Department of Youth Services. Following the effective date of the retirement, it is the intent of the Executive Director to recommend that the Board appoint an Interim Superintendent on a temporary basis pursuant to § 16-60-111.9(d)(1), while the Board conducts a comprehensive search for a permanent Superintendent.

This Notice of Vacancy shall remain posted until the permanent Superintendent position is filled.

POSITION TITLE

Superintendent
Department of Youth Services School District

POSITION DESCRIPTION

The Superintendent is the chief executive officer of the Department of Youth Services School District and is responsible for the administration and operation of the School District in accordance with applicable federal and state law, policies adopted by the Alabama Youth Services Board, and the lawful directives of the Executive Director of the Alabama Department of Youth Services.

The Superintendent is responsible for:

- administering all educational programs operated by the School District;

- implementing policies adopted by the Board;
- supervising instructional, administrative, and support personnel;
- overseeing curriculum, instruction, assessment, accreditation, special education, career and technical education, and student services;
- preparing and administering the School District budget;
- ensuring compliance with applicable federal and state laws and regulations;
- promoting continuous school improvement and student achievement; and
- performing such additional duties as may be assigned by law, the Board, or the Executive Director.

REQUIRED QUALIFICATIONS

Applicants must possess:

- At least a master's degree from an accredited college or university.
- Eligibility for, or possession of, the appropriate certification to serve as a superintendent in Alabama, an Alabama Superintendent Certificate or other certification required by Alabama law.
- A minimum of ten (10) years of successful educational leadership or administrative experience, with at least five (5) years of that experience occurring within the past five years.
- Demonstrated experience in instructional leadership, personnel management, budgeting, and organizational administration.

Preferred qualifications include:

- An earned doctorate in education from an accredited institution.
- Experience in juvenile justice education, alternative education, or multi-campus educational administration.
- Demonstrated success in strategic planning, school improvement, accreditation, and organizational leadership.

SALARY RANGE

Annual Salary:

$151,031.08 - $166,929.08

The successful applicant shall receive those employment benefits approved by the Board and authorized by law.

APPLICATION PROCEDURE

Applicants shall submit:

- Completed application;
- Letter of interest;
- Current résumé or curriculum vitae;
- Copies of all applicable educator certificates;
- Official transcripts from the institution granting the highest degree;
- Three professional references; and
- Any additional information requested by the Board.

Applications shall be submitted to:

Janetha Isaac, Human Resources Director
Alabama Department of Youth Services (DYS) Division of Human Resources
PO BOX 66, Mount Meigs, AL 36057
(334) 215-3813
Facsimile (334) 215-3895
janetha.isaac@dys.alabama.gov

https://dys.alabama.gov/dys-school-district/

APPLICATION DEADLINE

Applications must be received no later than:

February 9, 2027, at 5:00 p.m. CST (Central Standard Time).

The Board anticipates conducting interviews following completion of the application period and selecting a permanent Superintendent within the time prescribed by Alabama law.

Incomplete applications may not be considered.

SELECTION PROCESS

The Board may utilize a search consultant or search committee to assist in recruitment, application review, reference checks, and related administrative functions.

Any consultant or committee serves solely in an advisory capacity. The Executive Director may make recommendations to the Board regarding interim and permanent appointments as provided by law. The Alabama Youth Services Board retains final authority to appoint the Superintendent.

Background investigations, verification of credentials, employment history, professional references, and other appropriate due diligence may be conducted before appointment.

Interviews and Board action shall be conducted in accordance with applicable provisions of Alabama law.

ABOUT THE DEPARTMENT OF YOUTH SERVICES SCHOOL DISTRICT

The Alabama Department of Youth Services School District provides educational services to students committed to the custody of the Alabama Department of Youth Services. The School District operates educational programs at multiple secure-care campuses throughout Alabama and is committed to providing high-quality educational opportunities that prepare students for successful transition to postsecondary education, employment, military service, and responsible citizenship.

Instruction is aligned with Alabama academic standards and includes career and technical education, special education, transition services, distance learning opportunities, dual enrollment opportunities, and other educational programs designed to meet the unique needs of the students served.

ADDITIONAL INFORMATION

Applicants should be aware that records relating to this search may be subject to disclosure as required by Alabama law.

The Alabama Youth Services Board reserves the right to reject any or all applications, to extend the application period, to reopen the search, or to take any action authorized by law.

The Alabama Department of Youth Services is an Equal Opportunity Employer.

Posting Date: August 10, 2026

This Notice of Vacancy shall be posted on the Department's website and in a conspicuous place at each Department of Youth Services School District campus and worksite for not less

than thirty (30) calendar days before the permanent Superintendent position is filled and shall remain posted until the permanent appointment is made, in accordance with § 16-60-111.9, Code of Alabama 1975.