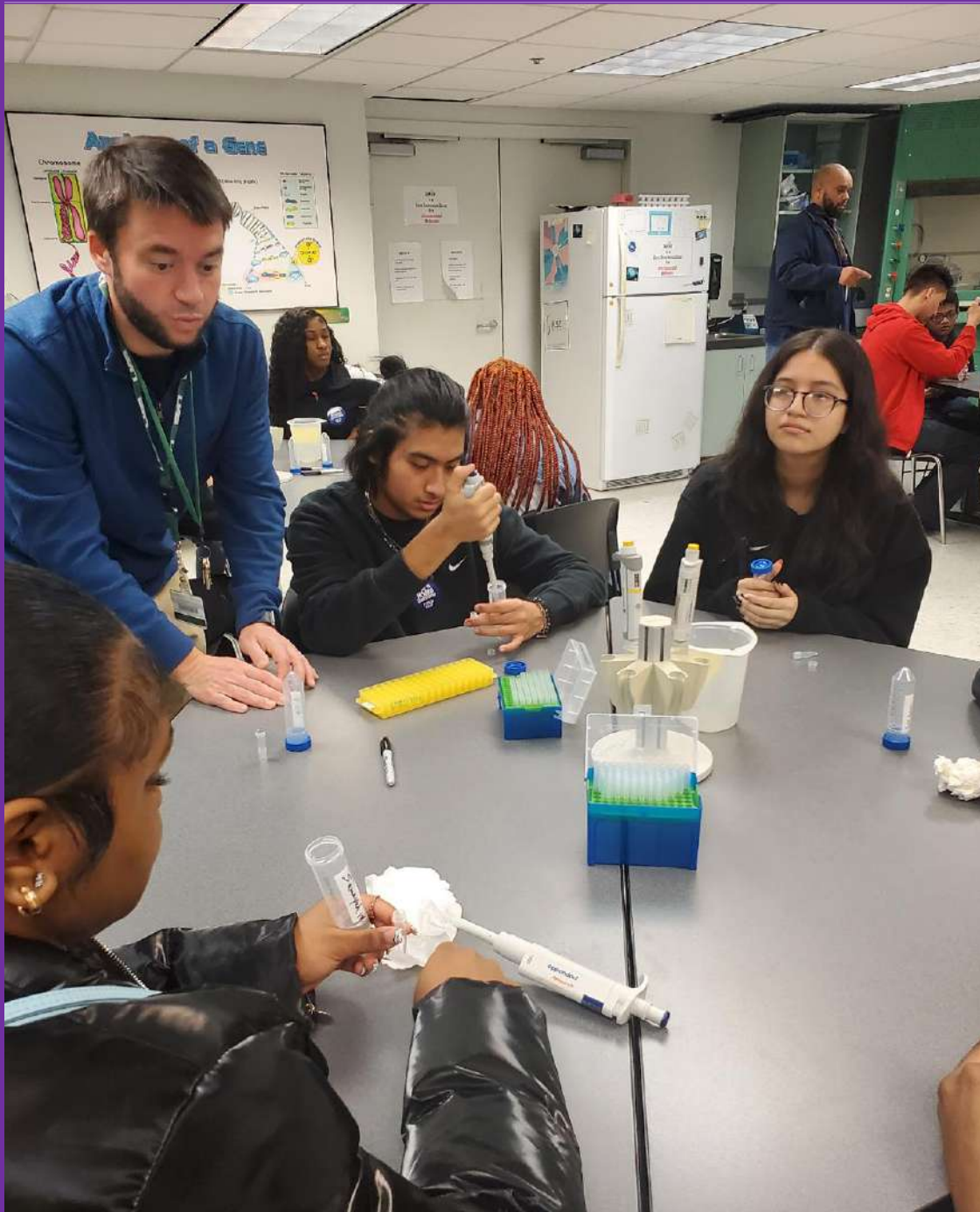




BESSEMER CITY
SCHOOLS

Teaching Effectively, Leading Successfully

Teaching Effectively, Leading Successfully



The mission of Bessemer City Schools is to provide a safe and nurturing learning environment that meets the needs of the whole child through quality instruction, programs, and resources.

About Bessemer City Schools

~OUR GUIDING PRINCIPLES~

Teaching Effectively, Leading Successfully

#Reimaginebessemercityschools

Purpose –

WHY we exist as an organization:

The purpose of Bessemer City Schools is to educate and empower our students to successfully compete in a global society.

Vision –

WHAT we want to achieve as an organization:

The vision of Bessemer City Schools is to serve as a model of excellence

by preparing all students with the knowledge, skills, and abilities to be successful in their unique endeavors.

Mission –

HOW we want to achieve our vision:

The mission of Bessemer City Schools is to provide a safe and nurturing learning environment that meets the needs of the whole child through quality instruction, programs, and resources.

Core Beliefs –

What we stand for & how we behave as an organization:

- Student-Centered Focus
- High Expectations
- Collaborative Relationships
- Integrity
- Respect for All
- Accountability for All
- Diversity and Inclusivity

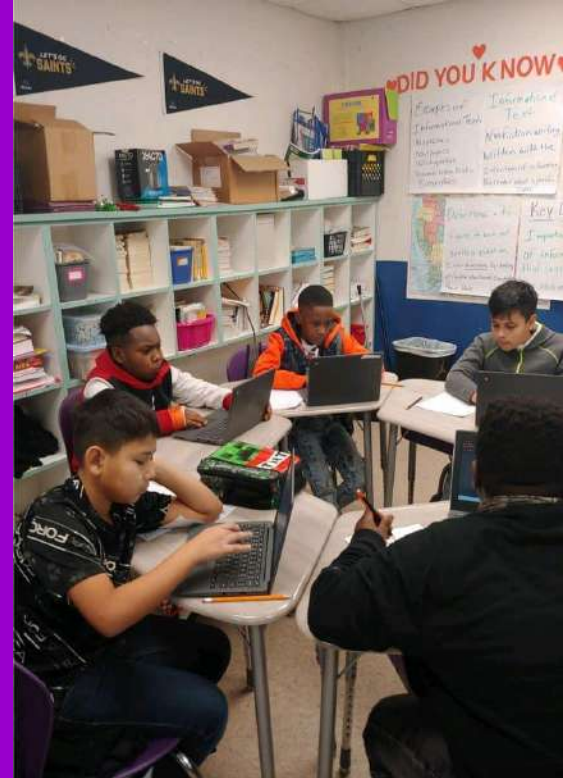


BESSEMER CITY SCHOOLS

Teaching Effectively, Leading Successfully



About The District



FINANCIAL FY23 Budget: \$66.9M

FEDERAL	40.67%
STATE	36.56%
LOCAL	22.36%
OTHER	0.41%

Instruction	44.80%
Instructional Support	18%
Operation & Main	9.47%
Auxiliary	11.07%
Gen Administrative	8.44%
Debt Service	3%
Other	5.22%

PER PUPIL \$10,857

PERSONNEL

Certified	280
Classified	196
Master's Degrees	116
Ed. Specialist Degree	49
Ed. D.	10
Ph. D.	4
National Board Certified	11



TOTAL ENROLLMENT
3,315 Students

79.22% African American

11.52% White

7.57% Multiracial

1.4% Native American

66% Free and
Reduced Lunch

71% Community
Eligibility Program

BESSEMER CITY SCHOOLS Consists of 8 schools

- 5 Elementary Schools
- 1 Middle school
- 1 High School
- 1 Alternative School

Transportation

Bus Routes	33
Number of Buses	41
Students Bused	1460

More information contained in the BCS Snapshot can be found here:

<https://drive.google.com/file/d/1w9mDM-ECU0sLdxskkYA-ZzuYq1A-uEb/view>

ABOUT OUR COMMUNITY

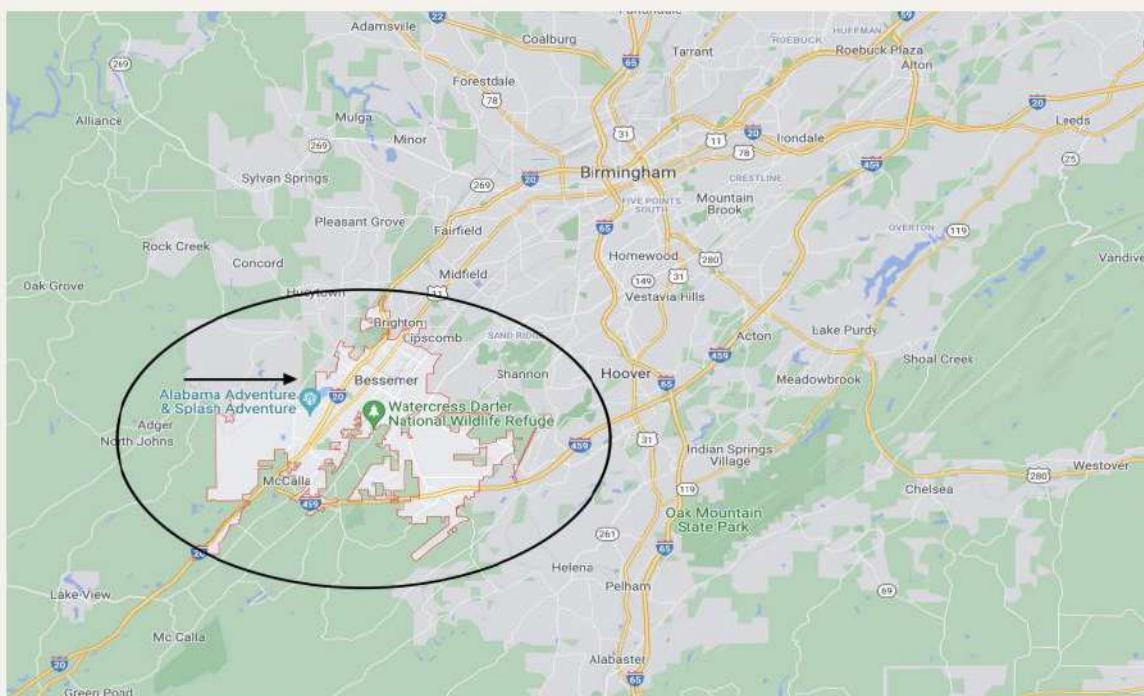
Named for inventor and engineer Sir Henry Bessemer, it was founded on the site of Fort Jonesboro in 1887 by Henry F. DeBardeleben, a local coal and iron baron who built the first steel plant in the area. Bessemer is located in southwestern Jefferson County in the heart of central Alabama. It is nestled in the Jones Valley at the end of the foothills of the Appalachian Chain and is the home to some 27,000 residents. It sits strategically in Central Alabama and is the hub of western Jefferson County.

Bessemer once thrived through iron ore manufacturing, but the city is now home to a diverse blend of industries. It is a city of economic growth and development and is home to several major industries and companies such as Amazon, BLOX, Milo's Tea and Dollar General, but the manufacture of metal products still remains important. Tannehill Ironworks Historical State Park is 12 miles (19 km) southwest of Bessemer and hosts the Southern Appalachian Dulcimer Festival in May.

City Limits of Bessemer

Bessemer is located immediately outside of the city limits of Birmingham, within the county limits of **Jefferson County**. Our neighboring county is Tuscaloosa County. Bessemer is its' own city.

Bessemer, AL 35020







SALARY AND BENEFITS:

The salary will be in the range of \$150,000 to \$170,000 with a comprehensive benefit package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications and meeting Board criteria.

REQUIREMENTS:

The candidate must have or be qualified to obtain superintendent certification in Alabama. Questions about certification should be directed to the Alabama Department of Education either by telephone at 334-694-4900 or through the Alabama State Department of Education website at www.alabamaachieves.org .



[Bessemer City application link](#)

Questions should be directed to:

Ray & Associates, Inc.

P.O. Box 10045, Cedar Rapids, IA 52410

Phone: 319-393-3115 Fax: 319-393-6911

kathy@rayassoc.com

Please do not contact the Board or District directly.

DEADLINE AND SELECTION:

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, which includes board review in a closed session of the Board of Education. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the Bessemer City Schools Board of Education for consideration. Selection of candidates for interviews is the sole responsibility of the Board. Persons wishing to be considered for the position should submit an **online application** by **May 14, 2023**, which includes:

- A letter of application stating personal qualifications, experience and reasons for interest in the position;
- The online application form and current resume; and
- 3-4 current letters of recommendation