



Muscle Shoals City Schools
Every Child A Graduate, Every Graduate Prepared!

SUPERINTENDENT SEARCH



Application Deadline: May 13, 2026
Interviews: May 25-29, 2026
Superintendent Begins: August 2026

About Muscle Shoals City Schools

Muscle Shoals City Schools (MSCS) is a thriving, forward-thinking school system committed to providing innovative opportunities to all students. The system has earned an "A" on the State Report Card and holds impressive Niche rankings, including #3 Best Places to Teach in Alabama, #4 District with Best Teachers and #10 Overall School District in Alabama. These honors reflect a community that values excellence and consistently delivers it.

Our educators are dedicated to preparing every student for success in and beyond the classroom. MSCS elementary schools consistently rank among the best in Alabama for both student performance and teacher quality. The high school reports that over half of its 10th-grade students have benchmarked on the ACT, 43 students have scored a 30 or above and 100% of seniors have earned a CCRI. MSCS has a culture of high expectations, and achievement is built intentionally through every grade level.

The MSCS extends our commitment to student readiness by equipping graduates with industry certifications, dual enrollment credits and essential skills for entering the workforce. The Academy partners with elementary and middle schools to introduce career exploration early, helping students build purposeful pathways before high school graduation. Students leave with the knowledge, professional habits and mindset that employers and colleges expect.

The arts, athletics and extracurricular landscape is vibrant throughout the system. Muscle Shoals band and chorus programs continually earn superior ratings, and athletic teams maintain strong competitive records. We are dedicated to providing a well-rounded education and ensuring every student the opportunity to discover their passions and develop their talents.

MSCS has demonstrated a strong commitment to English learner success. Our system has seen significant numbers of English learners successfully exit the English Learner (EL) program, with McBride Elementary leading the way. Language development and academic achievement remain top priorities for every student, regardless of background or native language.

Enrollment in MSCS continues to grow, which is a powerful testament to the trust families place in our schools. The diverse student body reflects the rich fabric of the Muscle Shoals community. We celebrate this as a strength and strive to ensure every student feels known, valued and fully supported on their path to success.

Our Community

Muscle Shoals is a vibrant city nestled along the banks of the Tennessee River in Northwest Alabama, known worldwide as the birthplace of the legendary "Muscle Shoals Sound." It is the largest city in Colbert County and sits approximately 30 miles south of Tennessee and 20 miles east of Mississippi.

Muscle Shoals offers an outstanding quality of life with something for everyone. Outdoor enthusiasts enjoy world-class fishing and boating on Wilson, Pickwick and Wheeler Lakes, as well as championship golf on the scenic Robert Trent Jones Golf Trail. The broader Shoals area also boasts a lively calendar of festivals, performing arts, boutique shopping and rich historical attractions, including the birthplace of Helen Keller and the Alabama Music Hall of Fame.

With its deep roots, growing momentum and strong sense of community pride, Muscle Shoals is a place leaders and families alike are proud to call home.

By the Numbers

Schools

Pre-K/Early Learning	2
Elementary	3
Middle	1
High	1
Career Tech	1

Demographics

White	66.25%
Black	15.87%
Asian	2.77%
Hispanic/Latino	1.23%
American Indian/ Alaskan Native	<1%
Middle Eastern/ North African	<1%
Two or more races	11.07%

Personnel

Certified	230
Classified	107
National Board Certified	27
Master's Degree	52%
Education Specialist	20%
Doctorate Degree	4%

Transportation

Number of Bus Routes	1
Number of Buses	17

Free/Reduced Lunch

35% / 1%
Free / Reduced

Financial

Total Budget: \$50M

Fund equity: \$12.2M

Instruction	63.43%
Operations & Maintenance	8.93%
Administrative	4.24%
Capital Outlay	6.59%
Other	16.81%

Total Enrollment
2,922



State
50%

Local
42%

Fed.
8%

Per-Pupil Expenditure:
\$14,714

 **School System Snapshot** 

**View School System Snapshot for
Muscle Shoal City Schools**

Visit: bit.ly/MSCS-Supt



Search for a Visionary Leader

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

The ideal candidate will possess the following characteristics and traits:

- **Student focused:** Makes decisions based on impact on students
- **Accountable:** Takes responsibility and accepts consequences
- **Leadership ability:** Has strength to make difficult decisions but can be flexible
- **Personally driven:** Hard worker, highly motivated
- **Articulate:** Communicates effectively with others

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. Superintendent experience is preferred. In addition, the successful applicant must hold at least a master's degree from an accredited college or university. A doctorate is preferred.

SALARY

The starting salary is \$200,000 and negotiable based on experience and a proven track record of success.

SEARCH TIMELINE

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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.

**Applications must be completed and transcripts received by
May 13, 2026**

FOR MORE INFORMATION:

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



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