



Rockbridge County Public Schools Announcement of Superintendent Search

The School Board of Rockbridge County Public Schools invites applications and nominations for the position of Superintendent.

THE COMMUNITY

Rich in history, Rockbridge County is located in the beautiful Shenandoah Valley, some 50 miles northeast of Roanoke, 50 miles northwest of Lynchburg, and 36 miles southwest of Staunton. Residents and visitors enjoy shopping and dining in the historic, college town of Lexington, while exploring the abundant natural resources of the Allegheny and Blue Ridge Mountains and the Shenandoah Valley through mountain biking, canoeing, kayaking, climbing, fly fishing, hiking, and spelunking. Attractions like the Virginia Horse Center and the new Natural Bridge State Park draw visitors from around the state and the region.

Rockbridge County's diversified economy features the manufacturing, trade, service and agricultural sectors, and manufacturing activity centers around natural resources, textiles and a variety of industrial, commercial and residential goods. Potential growth of the economy is enhanced with Interstates 81 and 64 intersecting in Rockbridge County.

One of the area's greatest resources is higher education. Within Rockbridge County are Southern Virginia University, Virginia Military Institute, Washington and Lee University and a regional center of Dabney Lancaster Community College. These institutions offer speakers, concerts, athletic events and a diverse and skilled labor force.

THE DIVISION

Mission: All employees of Rockbridge County Public Schools will seek to create challenging learning environments for all students, which encourage high expectations for success. We will strive to provide developmentally appropriate instruction at all grade levels in grade-level content. We must instruct in ways which recognize individual differences and provide opportunities for different learning styles. Our schools will promote and provide safe, orderly, caring, and supportive environments. We will encourage and expect our parents, teachers, and community members to be actively involved in our students' learning. Together we will make a difference.

Pre-K – Grade 12 Total Student Enrollment: 2,742

Total Division Budget: \$35,493,904

Operational Budget: \$29,338,468

Full Time Employees: 490

On-time Graduation Rate: 92.43%

Web Site: <http://www.rockbridge.k12.va.us/>

SCHOOLS WITHIN THE DIVISION

Rockbridge County High School is fully accredited and offers a wide range of academic courses including extensive honors, dual enrollment, and Advanced Placement classes. There are approximately 943 students, 80 teachers, and three administrators at Rockbridge County High School. Of the students approximately 158 are Lexington City (tuition paying) students. Our division was recently honored by being named to the 7th Annual Advanced Placement District Honor Roll. Rockbridge County was one of only five Virginia school divisions that earned this distinction.

Floyd S. Kay Career & Technical Education Center is collocated with our high school and offers training in sixteen different career pathways. Rockbridge County Public Schools recently initiated our *Solutions STEM Academy* which will offer advanced studies in three of those pathways (Agricultural Science, Environmental Science, and Renewable Energy).

Maury River Middle School is fully accredited and offers a full range of academic offerings along with introductory Career & Technical Education courses. It has approximately 606 students, 54 teachers, and two administrators.

Central Elementary School is fully accredited with approximately 494 students, 35 teachers, and two administrators.

Fairfield Elementary School is fully accredited with approximately 276 students, 27 teachers, and one administrator.

Mountain View Elementary School is fully accredited with approximately 131 students, 13 teachers, and one administrator.

Natural Bridge Elementary School is undergoing reconstitution and has approximately 245 students, 27 teachers, an administrator, and an administrative intern.

SCHOOL BOARD INITIATIVES

The School Board is comprised of five elected officials, each from an electoral district. The board has several important initiatives underway that require extensive cooperation between the board and superintendent. These initiatives include:

- Performance Contract (Energy Savings) project at all school facilities
- Architecture and Engineering studies at Rockbridge County High School, Natural Bridge Elementary School, and Central Elementary School
- Desire to expand Career & Technical Education offerings at Rockbridge County High School and Maury River Middle School
- Desire to expand dual enrollment opportunities at Rockbridge County High School and Maury River Middle School
- Desire to emphasize the importance of elementary education
- A digital technology transition at the middle and secondary levels with the eventual issuance of digital devices to the students.

QUALIFICATIONS

The board has established the following qualifications for the next superintendent of Rockbridge County Public Schools:

- Experience as a classroom teacher is required.
- Experience as a superintendent, associate/assistant superintendent or other division level staff experience is preferred.
- Public school administration experience is preferred.
- Residency in the school division is preferred.
- Public education experience in Virginia is preferred.

Leadership and Management Skills – The successful candidate is a visionary, a creative thinker, a decisive leader, and a team player who is comfortable with shared decision-making.

Personal Characteristics – The successful candidate is a good listener, accessible, consistent, enthusiastic, and caring.

Board-Superintendent Relations – The successful candidate understands differences between policy and administration and acts accordingly; effectively mediates and accommodates different perspectives; provides options and recommendations to the board before accepting board directives; and can lead the board in goal-setting and planning.

Staff Relations – The successful candidate maintains open channels of communication to and from staff, creates an atmosphere of trust and mutual respect, and evaluates staff fairly, effectively, and consistently.

Community Relations – The successful candidate relates well to a variety of community groups, effectively advocates school issues and needs, communicates effectively on both private and public levels, and responds to individual concerns in an appropriate and timely manner.

School Finance – The successful candidate closely supervises budget development and procedures, develops and explains the rationale for the budget to the board and local officials, and lobbies for school funding on behalf of the school division.

Areas of Expertise – The successful candidate has expertise in curriculum and instruction at multiple levels of K-12 education, budget and finance, and school and staff development.

Candidates must meet the legal requirements to be licensed or be eligible for licensure as a superintendent in Virginia. *Questions concerning the eligibility requirement should be directed to Patty S. Pitts, Office of Professional Licensure, State Department of Education, P.O. Box 2120, Richmond, VA 23218-2120, Telephone: (804) 371-2522.*

SALARY

Commensurate with experience and qualifications.

APPLICATION PROCEDURES

Apply online: <https://phl.applitrack.com/vsba/onlineapp/default.aspx?AppliTrackJobID=139&ref=>

Completed applications are due by February 23, 2017.

Candidates should not make contact with school board members. Inquiries should be directed to Gina Patterson, executive director, Virginia School Boards Association, 200 Hansen Road, Charlottesville, VA 22911, 434-295-8722 or gina@vsba.org.

Rockbridge County Public Schools is an *Equal Opportunity Employer*.