

Announcement of Vacancy

SUPERINTENDENT OF SCHOOLS

CHESAPEAKE, VIRGINIA

The Chesapeake City School Board is soliciting applicants to fill the position of retiring Superintendent of Schools, Dr. James T. Roberts. The beginning employment date for the new superintendent will be July 1, 2018. The deadline for receiving applications is noon, Thursday, February 15, 2018. Applications should be addressed to:

Mr. C. Jeff Bunn, Chairman

c/o Dr. Jean A. Infantino, Executive Director of Administrative Services & Clerk of the Board

Chesapeake City School Board

312 Cedar Road

Chesapeake, Virginia 23322

Applicants should submit a detailed résumé describing both their educational qualifications and experience. In addition, applicants must complete an Application for the Position of Superintendent. Applicants also must possess the qualifications as specified in the Code of Virginia necessary to become a Superintendent in the Commonwealth of Virginia, or, if not licensed as a superintendent in Virginia, have an application for such license pending at time of application, and must have administrative experience, preferably in the Commonwealth of Virginia. For additional information and to obtain a copy of the application, please call Dr. Jean A. Infantino, Executive Director of Administrative Services & Clerk of the Board, at (757) 547-1047 or go to the Chesapeake Public Schools website at www.cpschools.com.

CONTRACT AND SALARY

Virginia State Law requires that a superintendent may serve for an initial term of not less than two years, not more than four years. The contract term for the new superintendent will begin July 1, 2018. The superintendent will be required to establish residence in the City of Chesapeake. The salary to be paid will be commensurate with the successful applicant's experience and qualifications.

BACKGROUND

Chesapeake Public Schools has a strong tradition of excellence in academics, athletics, and other extracurricular activities. The Division is consistently ranked among the top school divisions in Virginia and in the country.

Based on enrollment, the Division is the seventh largest school division in Virginia with over 39,400 students and nearly 5,800 employees (including approximately 2,800 teachers) in 28 elementary schools, 10 middle schools, 7 high schools, and 9 support facilities including a career center, a special education center, an adult education center, and various administrative offices. The operating budget for 2017-2018 is \$440,716,372.

The mission of Chesapeake Public Schools is to ensure that all students attain the knowledge, skills, and attitudes to become lifelong learners and productive citizens by combining the efforts of students, parents, community, and staff to provide a quality education in a safe, orderly environment in which human dignity is valued.

Chesapeake Public Schools achieves this mission using seven strategic goals: ensuring school safety, focusing on diverse opportunities and rigorous educational standards, evaluating the effectiveness and efficiency of division programs and services, providing a comprehensive and dynamic staff training program, widespread use of cutting-edge technology, broadening community involvement, and providing optimal school facilities.

The Division is committed to providing excellence in education for the children of Chesapeake. The division has several additional educational opportunities for students including the International Baccalaureate (IB) program as well as two academies, the Science and Medicine Academy and the Governors STEM academy. The division also has a strong focus on career and vocational training, industry certifications, dual enrollment courses, athletics, and fine arts opportunities. In addition, the division operates the Chesapeake Planetarium.

The Division takes great pride in its reputation for academic excellence. The school division, based on data from the Virginia Department of Education for 2016-2017, was the highest of the south side divisions in the area of on-time graduation rate, with a rate of 92.7%. In addition, Chesapeake excelled in the area of the lowest dropout rate at 5.8%. This was the lowest rate in south Hampton Roads.

CRITERIA FOR SELECTION

The candidate must be listed on or qualify for the *Eligibility List of Superintendents in Virginia*.

The candidate must have a terminal degree, preferred in education or a related field.

The candidate must have a strong commitment to public education as demonstrated by previous service in public education.

The candidate must have successful experience in either serving as a superintendent or serving on the executive staff of a public school division, preferably in Virginia.

The candidate should have experience in multiple disciplines within a suburban and/or urban public school division to include classroom teacher and principal.

The candidate must have a proven ability to motivate, develop, support, and delegate to a high performing and caring leadership team of central office staff, principals, and do the same with teachers and support staff.

The candidate must have an understanding of how a school division budget is developed. A strong candidate should have actively participated in the development of multiple school budgets in Virginia or elsewhere.

The candidate must have an understanding of the local governing body's budget process and the interrelationship to the budget.

The candidate must have an understanding of the funding process used by the Commonwealth of Virginia to fund public education and the interrelationship to the budget.

The candidate must have experience in using data, with a focus on real-time data, to drive both academic and operational decisions and to motivate others to move in that direction.

The candidate must have an understanding of technology and how it should be used in a school division.

The candidate must have an understanding of the role of a strong and consistent curriculum to meet the needs of all students of all grade levels.

The candidate must have the ability to increase academic accountability for results at all levels to include increasing student achievement, closing achievement gaps, increasing graduation rates, and decreasing drop-out rates.

The candidate must have the ability to embrace and promote diversity; to work well in a diverse ethnic, cultural, and socio-economic community and environment; and to work to bring equity of opportunity for all children.

The candidate must have an understanding of the connection between student health and student achievement, and that the schools need to educate the whole child, including social, emotional, physical development, and academic needs.

The candidate must possess a proven collaborative management style for building effective teams and consensus around issues, initiatives, and a common agenda. The candidate must effectively engage others in problem solving and decision-making, demonstrate openness and self-confidence, inspire trust and model high standards of integrity and ethics. This collaborative management style should extend to working with other school division superintendents.

The candidate must demonstrate a high level of engagement with and support of building administrators, including visits to schools, and be highly visible in all parts of the school community, serving as the chief spokesperson for the division as well as a tireless advocate for all students.

The candidate must have proven experience in working with a large elected School Board to implement Board policies and to communicate effectively with the Board.

The candidate must have the ability to work effectively with employee associations and parent groups.

The candidate should have experience working with media and effectively manage both media requests as well as Freedom of Information requests.

The candidate must demonstrate experience with state legislative matters, having the political acumen to work effectively with state and local elected leaders and officials.

The candidate must have knowledge of the Virginia High School League.