



## **Caroline County (VA) Public Schools Announcement of Superintendent Search**

The School Board of Caroline County (VA) Public Schools invites applications for the position of Superintendent.

### **THE COUNTY**

Caroline County is strategically located in central Virginia and the Mid-Atlantic along the Interstate 95 corridor roughly midway between the Washington, D.C. metropolitan area and Richmond. The county's 549 square miles consist of relatively level plains and gently rolling countryside, which have developed as home to both manufacturing and distribution. The interstate and primary highway and railroad network provides excellent access to eastern markets. Caroline County is about 35 miles north of the state capital of Richmond and about 75 miles south of Washington, D.C. Norfolk and the Port of Hampton Roads are approximately 110 miles to the southeast

### **THE DIVISION**

Mission: To provide an innovative, collaborative, and engaging learning environment that promotes a community of life-long learners.

Vision: Empowering the next generation of learners, thinkers, and leaders.

Budget: \$45,502,533 (2017-2018)

PK-12 Total Student Enrollment: 4,339

Full Time Personnel: 560

Part Time Personnel: 136

On Time Graduation Rate: 87.3 % (2016-2017)

Schools: The division consists of 3 elementary schools, 1 middle school, and 1 high school.

Web Site: <https://www.ccps.us/>

### **QUALIFICATIONS**

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

- An earned doctorate is preferred.
- Residency in the school division is preferred.
- Experience as a central office administrator is preferred.
- Work experience in Virginia is required.
- Experience as a superintendent or associate/assistant superintendent is preferred.
- Experience as a principal is required.
- Experience in teaching is preferred.

Leadership and Management Skills – The successful candidate is a decisive leader, a visionary, and analytical.

Personal Characteristics – The successful candidate is a good listener, Confident, and Intellectual.

Board-Superintendent Relations – The successful candidate can lead the Board in goal-setting and planning, present a “united front” to staff and community, and willing to assume a lead role in decision- making while keeping the board informed.

Staff Relations – The successful candidate creates an atmosphere of trust and mutual respect, maintains open channels of communication to and from staff, and delegates task and responsibilities.

Community Relations – The successful candidate communicates effectively on both private and public levels, effectively advocates school issues and needs, and promotes business and community involvement in schools.

School Finance – The successful candidate lobbies for school funding on behalf of the school division, develops and explains the rationale for the budget to the board and local officials, and can forecast changes in enrollment and/or revenue.

Areas of Expertise – The successful candidate has expertise in business partnerships, increasing/declining enrollment, and budget and finance.

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=157&ref=>

Completed applications are due by July 10, 2018.

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](mailto:gina@vsba.org).

*Equal Opportunity Employer*