



Manassas Park City Schools (Virginia) Announcement of Superintendent Search

The Manassas Park School Board invites applications and nominations for the position of division superintendent. The anticipated start date of the new superintendent is July 1, 2021.

CITY INFORMATION

The City of Manassas Park is a close-knit community and independent jurisdiction in Northern Virginia located approximately thirty (30) miles southwest of Washington D.C. Manassas Park borders Prince William County and the City of Manassas. The City is primarily residential in nature within close proximity to interstate and railway transportation into the heart of the greater DC metropolitan area. Comprising an area of 2.5 miles, Manassas Park is home to 17,200 residents.

Residents of Manassas Park enjoy the experience of living in small community within the larger DC metropolitan area. Manassas Park benefits from all the activities, history, culture, sports and transportation options that living close to the Nation’s Capital provides. The Northern Virginia region enjoys a diverse business base, with a heavy presence of federal employees, government contractors, and technology firms. Manassas Park’s K-12 students have a variety of higher education opportunities to take advantage of upon graduation in the immediate area. Manassas Park enjoys rich relationships with both George Mason University and Northern Virginia Community College. Virginia Tech and University of Virginia are among many universities that have graduate hubs in Northern Virginia.

THE SCHOOL DIVISION

Overview: The Manassas Park School Board is the official governing body for the school division and derives its authority from the Code of Virginia. The Board is comprised of five members who are appointed by the Manassas Park Governing Body for staggered three-year terms.

The Manassas Park City School’s Strategic Plan was created to guide the future and evaluate student results. To realize the vision of college, career and citizen-ready graduates, the Strategic Plan focuses on three strategic goals:

- Prepare all students to be life-ready.
- Cultivate committed professionals that are invested in the overall excellence of the school division and the students served.
- Provide effective and efficient support for student safety and success.

The MPCS Strategic Plan is available at <https://www.mpark.net/about-mpcs/division-plan>. MPCS is also very proud of its budgeting process and the professional recognition the budgeting books have received. The most recent budgeting books and the capital improvement plan are available at <https://www.mpark.net/departments/financial-services>.

Mission: Manassas Park City School’s mission is to cultivate and inspire our diverse school community to achieve academic excellence and make positive connections to the global society.

Core Beliefs: Manassas Park City Schools believes that all students will achieve their personal best and strive for excellence when we:

- Provide a high quality, engaging, and challenging instructional program that prepares students for life beyond high school.
- Build and maintain a sense of community through diversity and equality.
- Ensure that students feel safe and respected.
- Optimize the use of technology in classroom curricula.
- Create and maintain programs to address real-world concerns.
- Help develop critical and creative thinking skills through collaboration and communication.

Student Population: The FY20 total student enrollment for PK-12 was 3639. Hispanic – 66.2%; White – 14.6%; Black – 8%; Asian – 5%; Multi-Race – 5.7%; Economically Disadvantaged – 68%; Students with Disabilities – 13.1%; English Language Learners – 51.2%.

On –Time Graduation Rate (4-year cohort): 89.3%

Division’s Budget for 2020-2021: \$44,075,019

Total Number of Employees: 490

Student Per Pupil Expenditure: \$11,663

Educational Structure: Manassas Park City Schools offer a small but mighty division structure to prioritize student success and innovation.

- Elementary Campus
 - Cougar Elementary (PK -2) FY20 enrollment 859
 - Manassas Park Elementary (3-5) FY20 enrollment 804
- Secondary Campus
 - Manassas Park Middle School (6-8) FY20 enrollment 864
 - Manassas Park High School (9-12) FY20 enrollment 1112
- Initiatives include MPCS Connects!, elementary intersession Camp Cougar, MPHS COMPASS, AP Capstone Scholars, Dual Enrollment, and Governor’s School@Innovation Park.

QUALIFICATIONS

The Manassas Park School Board has established the following qualifications for the next superintendent of Manassas Park City Schools (MPCS):

- Strong record of achievement and expertise in curriculum and instruction including an understanding of the Virginia Standards of Learning, Profile of a Graduate, and Accreditation Standards.

- Strong record of achievement and expertise in budget and finance, strategic planning, total quality management, and innovation.
- A visionary that is collaborative, decisive, an accessible and trusted leader, with a demonstrated ability to communicate effectively with all stakeholders.
- A team player that must be ethical, trustworthy, a good listener, accessible, consistent, caring, collaborative, enthusiastic, and possess a good sense of humor.
- Effectively advocates for the schools.
- Relates well to the variety of community and demographic groups in the school community and the City at large.
- Supports staff development and professional growth.
- Experience as a classroom teacher, or principal or director is required.
- An earned doctorate is preferred.
- Experience as a superintendent, associate/assistant superintendent, or central office administrator is preferred.
- Qualification for the Eligibility List of Superintendents in Virginia.

Student Achievement: The successful candidate vigorously and effectively advocates for maximizing student achievement, both academic and outside of the classroom, and has a strong record of success in student achievement.

Areas of Expertise: The successful candidate has a strong record of achievement and expertise in curriculum and instruction (virtual and in-person), budget and finance, strategic planning, total quality management, and innovation. The successful candidate preferably has experience and investment in working with multicultural programs, diverse student populations, appropriating bodies and a diverse community.

Leadership and Management Skills: The successful candidate is a collaborative, decisive, accessible and trusted leader, with a demonstrated ability to communicate effectively with all stakeholders. The successful candidate is a visionary, creative thinker who works with the Board in goal setting and planning. The successful candidate creates an atmosphere of trust and mutual respect and maintains open channels of communication for all. The successful candidate also supports staff development of all employees. The successful candidate presents a united front to staff and community and provides options and recommendations to the Board before accepting Board decision.

Personal Characteristics: The successful candidate is a strategic thinker and an effective communicator with a superior code of ethics. The successful candidate must be a good listener, accessible, trustworthy, consistent, decisive, caring, collaborative, enthusiastic, fair and possess a good sense of humor. The successful candidate must be focused on and engaged with the students in Manassas Park City Schools.

Community Relations: The successful candidate effectively advocates for the schools. The successful candidate inspires community confidence through consistent presence in the schools, school activities, and the community. The successful candidate relates well to the variety of community and demographic groups in the school community and the City at large.

School Finance/Resources: The successful candidate collaboratively and thoughtfully develops and explains the rationale for the budget to the Board, stakeholders, local officials and the community. The successful candidate advocates for the needs of the division, funding, and facility maintenance/planning, and allocates the financial and human resources of the district in order to achieve optimal results. The

successful candidate seeks and offers creative funding solutions in this challenging climate to ensure student success.

After acceptance of the position, residency in the school division by December 31, 2021 is strongly preferred.

SALARY

Commensurate with experience and qualifications.

APPLICATION PROCEDURES AND DEADLINE

Apply online: <https://phl.applitrack.com/vsba/onlineapp/default.aspx?AppliTrackJobID=177&ref=>

All completed applications due by Friday, November 6th, 2020.

The VSBA is assisting the Manassas Park School Board with the search process. Candidates should not make personal contact with members of the School Board. Inquiries about the position should be directed to Ms. Gina Patterson, executive director, Virginia School Boards Associations, at (434) 295-8722 or gina@vsba.org.

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