



Charles City County Public Schools Announcement of Superintendent Search

The Charles City County School Board invites candidates to apply for the position of Superintendent of Schools. The anticipated date of hire is July 1, 2025.

THE COUNTY

Charles City County is a place of origin. Located just a few miles upriver from the first permanent English-speaking settlement in America, it has been a gateway to the nation that has grown from that first settlement. Millions of Americans can trace their ancestry back to this place.

THE DIVISION

The schools stand at the heart of community life in Charles City County Public Schools. Academic, artistic, athletic and musical achievements of young people create a spirit of involvement that extends to young and old alike. Numerous civic organizations, businesses and the community stand ready to offer support to enhance educational opportunities for Charles City students and their families.

Schools: 1 elementary school (PK-6) and 1 high school (7-12)

Total Student Enrollment: 520

Total Division Budget: \$14.3 million

Staff: 122 (full time) 34 (part time)

On-time Graduation Rate: 95.43%

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

QUALIFICATIONS

- Successful experience as a Superintendent, Assistant Superintendent, and Principal is preferred. Experience as a teacher is required. Doctorate preferred.
- Strong record of successful experience in the areas of instruction and curriculum, school finance, school reform, and staff development.
- A visionary, who is innovative and a creative thinker.
- A decisive leader who is analytical and relies on data.
- Successful experience at leading the board in goal-setting and planning, as well as demonstrated ability to use goal-setting and planning to improve student achievement.
- Willingness to assume a lead role in decision-making, while keeping board informed.
- Ability to recruit and retain high quality staff and encourage professional growth.
- Ability to create an atmosphere of trust and mutual respect with employees, parent organizations, students, civic groups and community businesses.
- Ability to effectively advocate school issues and needs on both private and public levels.
- Ability to promote business and community involvement in schools.
- Demonstrates in-depth understanding of school finances, and explains rationale for budget to the Board and local officials, and offers alternative funding solutions on behalf of the school division.

Candidates must meet the legal requirements to be licensed or be eligible for licensure as a superintendent in Virginia. Questions concerning the eligibility requirements should be directed to the Office of Educator Preparation and Licensure, State Department of Education, P.O. Box 2120, Richmond, VA 23218-2120, Telephone: (804) 750-8190.

SALARY

Commensurate with experience and qualifications.

APPLICATION PROCEDURES

To apply, visit: <https://vsba.myrevelus.com/>

Completed applications are due by May 29, 2025.

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.

Equal Opportunity Employer