



Norfolk Public Schools
The cornerstone of a proudly diverse community

**Norfolk City (VA) Public Schools
Announcement of Superintendent Search**

The School Board of Norfolk City (VA) Public Schools invites applications and nominations for the position of Superintendent.

THE CITY

Norfolk, Virginia, is a historic and diverse waterfront city, with seven miles of Chesapeake Bay beachfront and 144 miles of shoreline at the heart of the Hampton Roads region. With nearly 235,000 residents, Norfolk, known for its cultural vibrancy, dynamic economy, and strategic significance as home to the world's largest naval base and NATO's North American Headquarters gives you the best of land and sea. The city celebrates its diversity, reflected in its wide range of cultural, racial, and ethnic communities, and offers natural beauty through its tree-lined neighborhoods and the renowned Norfolk Botanical Garden. A regional hub for higher education, Norfolk is home to multiple universities, including Old Dominion University, Norfolk State University, Virginia Wesleyan University and a downtown campus of Tidewater Community College. Norfolk is also recognized for its dynamic healthcare institutions including Eastern Virginia Medical School, Macon and Joan Brock Virginia Health Sciences at Old Dominion University, Sentara Healthcare System, and the Children's Hospital of the King's Daughters—the state's only freestanding pediatric hospital.

THE DIVISION

The mission of Norfolk Public Schools, the cornerstone of a proudly diverse community, is to ensure that all students maximize their academic potential, develop skills for lifelong learning and are successful contributors to a global society, as distinguished by:

- Courageous advocacy for all students
- Family and community investment
- Data-driven personalized learning
- Strong and effective leadership teams
- Shared responsibility for teaching and learning
- Access to rigorous and rewarding college and career readiness opportunities

Budget: FY 2026 \$546.25 million

PK-12 Total Student Enrollment: 25,823

Full Time Personnel: 4,088

Part Time Personnel: 1,364

On Time Graduation Rate: 81%

Schools: 48 schools

Web Site: www.nps.k12.va.us

The School Board of the City of Norfolk models the Student Outcomes Focused Governance (SOFG) framework—a governance framework that prioritizes improving measurable student outcomes through clear goals, guardrails or non-negotiables, and accountability. This model ensures that all decision-making and resource allocation are aligned to advancing academic achievement, closing opportunity gaps, and preparing all students for success in college, career, and life.

THE OPPORTUNITY

The Norfolk School Board is seeking a decisive, visionary, creative and collaborative leader to serve as the next Superintendent of Norfolk Public Schools. The successful candidate will be deeply committed to:

- Student Outcomes: Demonstrating a proven record of raising academic achievement for all students, with a focus on literacy, curriculum and instruction, school reform, closing achievement gaps, graduation rates, access to advanced coursework, and equitable opportunities.
- Board-Superintendent Relations: Cultivating a relationship of mutual trust and respect by collaborating with the School Board to develop and monitor ambitious goals that put student learning and success at the forefront of district leadership.
- Community Beliefs: Sharing the community belief that diversity is a strength and has a demonstrated dedication and experience ensuring that all students receive the resources, opportunities, and support by working with students and their families who come from varying ability, cultural, linguistic, and economic backgrounds.
- Staff Relations: Recruiting and selecting top-quality staff members. Maintaining open channels of communication to and from staff by engaging and connecting with staff; creating an atmosphere of trust and mutual respect with an emphasis on team building.
- Community Relations: Building trust and cultivating strong relationships with the students, families, staff, and the broader community through transparency, collaboration, and authentic engagement; developing business and community partnerships in schools; effectively advocating school issues and needs.
- Operational Excellence: Ensuring efficient, effective, and student-centered management of district departments and use of district resources to support teaching, learning, and innovation.
- Strong Financial Stewardship: Supervising budget development and procedures which includes developing an estimate of needs to the school board and local officials. Lobbying for school funding on behalf of the school division; having experience securing grants and other alternative funding sources.

QUALIFICATIONS

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

- An earned doctorate is preferred.
- Experience as a superintendent is preferred.
- Experience as an associate/assistant superintendent is preferred.
- Experience as a central office administrator is preferred.
- Experience as a principal is preferred.
- Classroom teaching experience is preferred.

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.

RESIDENCY REQUIREMENTS:

Residency in the City of Norfolk is required within six months of job commencement.

APPLICATION PROCEDURES

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

Completed applications are due by September 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