



Southampton County (VA) Public Schools Announcement of Superintendent Search

The School Board of Southampton County Public Schools invites applications and nominations for the position of Superintendent. The anticipated date of hire is July 1, 2026.

THE COUNTY

Southampton County is approximately 600 square miles with a population of approximately 18,570. The county is a rural area in southeast Virginia, on the border of North Carolina. The county seat, Courtland, is 65 miles southeast of Richmond and 45 miles east of Hampton Roads.

THE DIVISION

The mission of Southampton County Public Schools through the combined efforts of the staff, students, families and the community is to ensure a quality education in a safe environment that will prepare students to be successful learners and productive citizens in an ever-changing society.

Budget: \$40,036,197

PK-12 Total Student Enrollment: 2,348

Full Time Personnel: 384 (455 including subs)

Part Time Personnel: 17

On Time Graduation Rate: 88%

Schools: 6

Web Site: <https://www.southampton.k12.va.us/>

QUALIFICATIONS

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

- An earned doctorate is required.
- Experience as a superintendent or associate/assistant superintendent is preferred.
- Public school administration experience is required, and experience in Virginia is preferred.
- Residency within a 20-mile radius of Southampton County will be required within 6 months; residency within Southampton County is preferred.

Leadership and Management Skills – The successful candidate is a decisive leader, consensus builder, visionary, and creative thinker.

Personal Characteristics – The successful candidate is accountable, receptive, approachable, and consistent.

Board-Superintendent Relations – The successful candidate understands differences between policy and administration and acts accordingly and effectively mediates and accommodates different perspectives.

Staff Relations – The successful candidate maintains open channels of communication to and from staff, leverages creative recruitment and retention strategies, and fosters an environment of adaptation, professional growth, trust, and mutual respect.

Community Relations – The successful candidate effectively communicates clearly and openly, relates well to a variety of stakeholders, encourages involvement from local partners in education, and advocates for the school division.

School Finance – The successful candidate closely supervises budget development and procedures, identifies creative funding solutions, has a strong foundation in grant application and management principles, and develops and explains the rationale for the budget to the board and local officials.

Areas of Strength – The successful candidate has demonstrable strengths in curriculum and instruction, career and technical education development, and operational synergy.

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 March 22, 2026**.

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