



Rockbridge County (VA) Public Schools Announcement of Superintendent Search

The School Board of Rockbridge County Public Schools invites applications for the position of Superintendent. The anticipated date of hire is **January 1, 2027**.

THE COUNTY

Rich in history, Rockbridge County is in the beautiful Shenandoah Valley, some 50 miles northeast of Roanoke, 50 miles northwest of Lynchburg, and 36 miles southwest of Staunton. Residents and visitors enjoy shopping and dining in the historic college town of Lexington, while exploring the abundant natural resources of the Allegheny and Blue Ridge Mountains and the Shenandoah Valley through mountain biking, canoeing, kayaking, climbing, fly fishing, hiking, and spelunking. Attractions like the Virginia Horse Center and Natural Bridge State Park draw visitors from around the region.

Rockbridge County's diverse economy features the manufacturing, trade, service, and agricultural sectors. Manufacturing activity centers around natural resources, textiles, and a variety of industrial, commercial, and residential goods. Economic growth is enhanced by Interstates 81 and 64 intersecting in Rockbridge County.

One of the area's greatest resources is higher education. Within Rockbridge County are Southern Virginia University, Virginia Military Institute, Washington & Lee University, and a regional center of Mountain Gateway Community College. These institutions offer speakers, concerts, athletic events, and a diverse and skilled labor force.

THE DIVISION

Rockbridge County Public Schools serves approximately 2,500 students in pre-kindergarten through 12th grade. We provide a safe, inclusive, equitable, and student-centered environment where our diverse community of learners grows intellectually, physically, and emotionally, and students are inspired to achieve their full potential. In collaboration with families and community stakeholders, we challenge and empower students to think, learn, and reach their full potential as lifelong learners and productive, responsible members of society. The Rockbridge Innovation Center serves RCHS students with state-of-the-art technology, dynamic Career & Technical Education programs, and a Community Room available for organizations and community partners within Rockbridge County.

Budget (Proposed Categorical Estimate of Need for 2027): \$40,475,971

PK-12 Total Student Enrollment: The RCPS Fall 2025 full-time PK-12 enrollment is 2,460

Full-Time Personnel: 474

Part-Time Personnel: 58

On Time Graduation Rate: For the Class of 2025, the on-time graduation rate was 90.62%

Schools: Four (4) Elementary Schools; One (1) Middle School; One (1) High School

Website: <https://www.rockbridge.k12.va.us/>

QUALIFICATIONS

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

- Experience as a successful classroom teacher on the K-12 level is required.
- Administrative experience (e.g., principal, central office, assistant superintendent, superintendent) is required.
- An earned doctorate (or completed by December 2026) is preferred.
- Willingness to establish residency in the school division is preferred.

Leadership and Management Skills – The successful candidate values building personal relationships and is a decisive leader, visionary, creative thinker, and team player who is comfortable with shared decision-making.

Personal Characteristics – The successful candidate is approachable, a good listener, accessible, consistent, enthusiastic, and caring.

Board-Superintendent Relations – The successful candidate establishes consistent and open communication with the School Board, effectively mediates and accommodates different perspectives, and can lead the Board in goal setting and planning.

Staff Relations – The successful candidate builds trust and mutual respect, maintains open communication, leads by example, and has a process for recruiting, selecting, and maintaining top-quality staff.

Community Relations – The successful candidate effectively advocates for school employees, issues, and needs; relates well to a variety of community groups; communicates effectively on both private and public levels; and responds to individual concerns in an appropriate and timely manner.

School Finance – The successful candidate lobbies for school funding on behalf of the school division, develops and explains the budget rationale to the Board and local officials, and closely supervises budget development and procedures.

Areas of Expertise – The successful candidate has expertise in strategic planning and continuous improvement, student achievement, curriculum and instruction, budget and finance, and school and staff development.

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 June 30, 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