



Essex County (VA) Public Schools Announcement of Superintendent Search

The School Board of Essex County Public Schools invites applications and nominations for the position of Superintendent. The anticipated month of hire is October 2026.

THE COUNTY

Located on Virginia's Middle Peninsula, Essex County is a beautiful waterfront community to enjoy fishing, boating and other water activities. Essex County is centrally situated just outside the Washington to Norfolk urban crescent. Its proximity to Richmond allows you to enjoy the benefits of small town living without the isolation of more remote areas. Essex County is just a day trip from the mountains, the ocean, and historical areas such as Williamsburg, Yorktown and Fredericksburg.

THE DIVISION

In partnership with our students, faculty, staff, parents, and the community, Essex County Public Schools is committed to creating ***Pathways to Excellence*** by promoting a positive, student-focused culture striving for continuous improvement that meets the academic, athletic, artistic, and career-occupational needs of all our students by guiding, inspiring, celebrating, and teaching our students as we equip them to meet the challenges of a global society.

Budget: \$19,543,002.00

PK-12 Total Student Enrollment: 1086

Full Time Personnel: 202

Part Time Personnel: 43

On Time Graduation Rate: 91%

Schools: Tappahannock Elementary School, James Cary International School, Essex High School

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

QUALIFICATIONS

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

- An earned doctorate or a demonstrated commitment to earning a doctorate is preferred.
- Minimum of five years of experience as a classroom teacher, building-level administrator, and central office administrator is preferred.
- Significant experience working in Virginia public schools and knowledge of the Virginia education system and applicable laws and regulations is preferred.
- Residency within the school division is preferred.

Leadership and Management Skills

- Visionary, decisive, organized, creative, and collaborative leader.
- Establishes clear expectations and consistently holds individuals and departments accountable.
- Makes decisions based on what is best for students, free from personal relationships or political considerations.

- Demonstrates honesty, integrity, ethical conduct, accountability, and trustworthiness; willing to acknowledge and correct mistakes.
- Builds a unified, student-centered culture across the school division

Board-Superintendent Relations

- Understands and maintains the distinction between Board policy and administration.
- Leads decision-making, strategic planning, and goal setting in accordance with the Virginia Code.
- Provides the School Board with clear options, recommendations, and sound rationale.
- Effectively communicates, mediates differing perspectives, and builds consensus.

Staff Relations and Organizational Culture

- Accessible and an effective listener who maintains open, two-way communication with staff.
- Builds an atmosphere of trust, mutual respect, and consistency.
- Supports staff development and encourages professional growth.
- Leads meaningful culture change and strengthens a division-wide focus on student achievement.

Community Relations

- Builds strong relationships with diverse community groups and maintains a visible presence in the community.
- Effectively advocates for the needs of students, schools, and the division.
- Inspires confidence and establishes strong community partnerships.

Finance and Resource Management

- Demonstrates strong knowledge of school finance, budgeting, and resource allocation.
- Oversees budget development and fiscal procedures.
- Clearly explains and defends the rationale for the budget to the School Board and local officials.
- Identifies opportunities for increased funding, efficiencies, and responsible budget reductions.

Areas of Expertise

- Curriculum and instruction.
- School finance and budgeting.
- Strategic planning, school improvement, and organizational reform.
- Accountability systems and effective organizational management.

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 September 11, 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