



Waynesboro City (VA) Public Schools Announcement of Superintendent Search

The School Board of Waynesboro City Public Schools invites applications and nominations for the position of Superintendent. The anticipated date of hire is January 1, 2027.

THE CITY

Waynesboro is an independent city located in Virginia's scenic Shenandoah Valley, approximately 28 miles west of Charlottesville. Nestled at the foothills of the Blue Ridge Mountains, Waynesboro offers a unique blend of natural beauty, outdoor recreation, and rich history. The city is a designated Appalachian Trail Community and is located just two miles from Skyline Drive, the Blue Ridge Parkway, and the Appalachian Trail, providing residents with abundant opportunities to enjoy the region's natural resources. Bordered by Augusta County, Waynesboro serves as a welcoming gateway to Shenandoah National Park and offers a vibrant community with convenient access to the many cultural, educational, and recreational amenities of the Shenandoah Valley.

THE DIVISION

The vision of Waynesboro City Public Schools is to add value to the lives of its citizens by providing dynamic educational programming and personalized pathways to cultivate wellness in its students, staff, and community. The mission of the division is that by identifying and using community resources, we will develop and inspire a sense of purpose through knowledge, creation, and empowering connections.

Budget: \$65,688,018 for FY27. Includes six funds: Operating, Multi-year/Extended School Year, Valley Academy, River Ridge, Textbook and School Nutrition

PK-12 Total Student Enrollment: 3,044 (elementary - 1,290, middle - 606, high - 879, pre-K - 245 and special programs - 24) on May 20, 2026

Full Time Personnel: 653, includes staffing in all funds

Part Time Personnel: 16, this does not include substitutes

On Time Graduation Rate: 87.6% for 2024-2025

Schools: The division has four elementary schools: Berkeley Glenn Elementary, William Perry Elementary, Wenonah Elementary and Westwood Hills Elementary

One middle school: Kate Collins Middle

One high school: Waynesboro High

One PreK Center: Wayne Hills Center

Three alternative education programs: THRIVE, Valley Academy and River Ridge Learning Center

One post high program: STEP Learning Lab

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

QUALIFICATIONS

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

- An earned doctorate is preferred.
- Experience in Central Office is preferred.
- Teaching or public school administration experience in Virginia is strongly preferred.
- Residency in the school division will be required within twelve months of appointment.

Leadership and Management Skills – The successful candidate is a decisive leader, team player, and a collaborator who is comfortable with shared decision-making with a focus on being a visionary, creative thinker

Personal Characteristics – The successful candidate is accountable, a good listener, consistent, and organized.

Board-Superintendent Relations – The successful candidate mediates and accommodates different perspectives, understands the difference between policy and administration and acts accordingly, and is willing to assume a lead role in decision making, while keeping the Board informed.

Staff Relations – The successful candidate maintains open channels of communication to and from staff, drives student achievement culture, supports staff development and growth, and creates an atmosphere of trust and mutual respect.

Community Relations – The successful candidate effectively advocates school issues and needs. effectively engages with students and families of diverse cultural, linguistic, and socioeconomic backgrounds, and communicates effectively on public and private levels.

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

Areas of Expertise – The successful candidate has expertise in curriculum and instruction designed for student success, budget and finance with a focus on school reform (e.g. school improvement, staff development, and support services).

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 27, 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