

## Desired Successor Superintendent Characteristics Chesterfield County Public Schools

After seeking input from students, teachers, parents, staff, and community members via focus groups, interviews, and an online stakeholder survey, the CCPS Virginia School Board seeks a **strong, exceptional educational leader who is engaging, collaborative, transparent**, and who possesses the following characteristics:

**An experienced leader who:**

- Connects with all stakeholders in a diverse and complex community with different needs and expectations
- Builds upon the academic success of the school district to leverage the instructional programming for all students and effectively manages change as deemed necessary
- Has had success in addressing exponential growth
- Makes decisive decisions regarding the organizational efficiencies of a complex school division and is accountable for effective implementation
- Has the ability to use data to drive thoughtful decisions, district goals, and strategic initiatives
- Encourages and values staff and student voice and implements a whole-child approach to support the social and emotional needs of all children
- Prioritizes equity, inclusion, belonging, and student achievement, regardless of background and abilities
- Displays fiscal responsibility through effective and equitable allocation of resources
- Knows, understands, and will implement with fidelity applicable education statutes and regulations
- Demonstrates proven success in providing exemplary technical and special education programs and resources
- Exhibits the highest level of integrity and emotional intelligence

**A relationship builder who:**

- Places the students at the center of every decision
- Develops and maintains professional, collaborative, and respectful relationships with stakeholders based on a strong set of core values and mutual trust
- Seeks input before making decisions, communicates the rationale behind each decision, and stands firm once a decision is made
- Recruits, supports and empowers an effective leadership team and staff; prioritizing the retention of successful team members
- Demonstrates success in working and partnering with the governing body and elected supervisors
- Fosters an open and safe environment

**A transparent communicator who:**

- Creates a sense of community around a shared vision of excellence
- Shows courage when facing challenges and can navigate complex situations with confidence and empathy
- Communicates regularly, clearly, and concisely in a way that engages and values all stakeholders
- Invests in the community by being visible, approachable, and engaged in the school division and community events

**A successful candidate will:**

- Have exemplary, executive-level educational leadership experience of comparable size and complexity
- Have a proven track record of closing achievement gaps among a diverse group of learners
- Have a proven success record in managing and operating in a diverse and multicultural educational environment
- Have experience in dealing with extraordinary growth and resultant need for facilities expansion
- Have or be immediately eligible for a Virginia DOE 8VAC20-23-630 Division Superintendence License

**Compensation:**

A multiyear contract will be offered with a salary in the range of \$275,000 per annum subject to negotiation based on actual qualifications and experience. Applications will be received through July 20, 2024.

Interested and qualified individuals can learn more about the position and apply at:  
<https://hyasearch.com/job/superintendent-chesterfield-county-va/>