

Desired Successor Superintendent Characteristics Hanover County Public Schools

After seeking input from students, teachers, parents, staff, and community members via focus groups, interviews, and an online stakeholder survey, the School Board for the Hanover County Public Schools seeks a **strong, engaging, exceptional educational leader possessing the following characteristics:**

An experienced leader who:

- Is focused on student success and well-being and places students at the center of every decision
- Has a track record of being accountable and holding others accountable
- Demonstrates the ability to connect at all levels in a diverse and complex community with high expectations
- Is confident, decisive, resilient, and maintains a focus on district goals and initiatives
- Demonstrates the ability to navigate the challenge of changing demographics and differences in student experiences and needs
- Is a talented facilitator who can motivate and engage all stakeholders in the support of common values and goals
- Demonstrated success in a division/district of comparable size, scope, and climate
- Displays fiscal responsibility and acumen through appropriate allocation of resources to achieve district goals
- Will create and support a high-performing, rigorous teaching and learning environment that encourages student success and the ability to function in real-world circumstances
- Builds upon the academic successes of the school district to leverage the instructional programming for all students and effectively manages change as deemed necessary
- Exhibits integrity and a “can do” attitude
- Demonstrates empathy and the ability to connect with stakeholders in support of common goals
- Can navigate through change and uncertainty by adjusting plans and strategies to achieve the desired outcomes

A relationship builder who:

- Is a trust-builder, trust-gainer, and unifier who is visible, present, approachable, responsive, and collaborative
- Develops and maintains professional, collaborative, and respectful relationships with stakeholders based on a strong set of core values
- Seeks input prior to making decisions, communicates the rationale behind each decision, and stands firm once a decision is made
- Maintains organizational accountability when making operational decisions and understands the value of parent and community discourse as issues are discussed
- Develops, respects, and empowers the district and building-level leadership teams
- Establishes and maintains a safe, secure, and welcoming school environment where students and staff feel like they are playing on their home field.

- Has the ability to work and partner with the governing body, staff, parents, and students regardless of philosophical differences

An engaged, innovative, and transparent communicator who:

- Communicates regularly, clearly, and concisely in a way that engages and values both internal and external stakeholders
- Creates a sense of community around a shared vision of excellence
- Embraces creativity and encourages innovative thinking and new approaches to problem-solving
- Demonstrates courage in the face of challenges and the ability to navigate complex situations with confidence
- Seeks and sustains professional and collaborative relationships with Board members based upon division goals
- Understands the advantages of building collaborative relationships between the division, County, and community stakeholders
- Has the ability to bounce back from setbacks and challenges by demonstrating perseverance

A successful candidate will:

- Have demonstrated exemplary successful educational leadership experience in a community and/or school division/district with similar demographics, expectations, culture, and needs
- Have experience in dealing with growth and the resultant need for facility expansion
- Have a proven success record in leading and operating in a diverse educational environment
- Have or be immediately eligible for a Virginia DOE 8VAC20-23-630 required to serve as a Virginia school division Superintendent of Schools.

Compensation:

Multiyear contract with a salary in the range of \$250,000 per annum subject to actual experience, qualifications, and negotiations. **Application deadline: February 21, 2025**

Interested and qualified individuals can learn more about the position and apply at:

<https://hyasearch.com/job/superintendent-hanover-county-va/>