

Desired Successor Superintendent Characteristics Falls Church City Public Schools

After seeking input from students, teachers, parents, staff, and community members via focus groups, interviews, and an online stakeholder survey, the Falls Church City Public Schools Board seeks a **strong visionary partner and collaborative leader** who is **experienced, engaging, transparent**, and who possesses the following characteristics:

An experienced leader who:

- Is focused on student and staff well-being and places students at the center of every decision
- Has a track record of authentic and compassionate leadership
- Demonstrates the ability to connect at all levels in a diverse and complex community with high expectations and challenges
- Is confident, decisive, and resilient and has the ability to use data to drive thoughtful decisions, school division goals, and initiatives
- Demonstrates the ability to navigate the challenge of changing demographics and differences in student experience and needs
- A talented facilitator who can motivate and engage all stakeholders
- Displays fiscal responsibility and acumen through appropriate allocation of resources
- Will create and support a high performing teaching and learning environment that encourages student engagement and students' ability to function in the real-world circumstances
- Builds upon the academic success of the school district to leverage the instructional programming for all students and effectively manages change as deemed necessary
- Exhibits integrity and a high level of emotional intelligence
- Is accountable and holds others accountable

A relationship builder who:

- Is a trust-builder, trust-gainer, and unifier who is visible, present, 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 stakeholder and community discourse as issues are discussed
- Develops, respects, and empowers a leadership team
- Establishes an open and safe environment that will foster inclusion, diversity (including diversity of thought), and belonging
- Has the ability to work and partner with the governing body

An engaged, innovative, and transparent communicator who:

- Communicates regularly, clearly, and concisely in a way that engages and values all internal and external stakeholders
- Creates a sense of community around a shared vision of excellence
- Demonstrates courage in the face of challenges and the ability to navigate complex situations with confidence and empathy
- Seeks and sustains professional and collaborative relationships with Board members based upon commonly agreed-upon goals
- Invests in the community by being visible, present, approachable, and actively engaged in district and community events
- Understands the advantages of building collaborative relationships between the school division, city, and community stakeholders

A successful candidate will:

- Have demonstrated exemplary successful educational leadership experience in a community and/or school division/district with similar demographics, expectations, and needs
- Have experience in dealing with changing demographics and growth and the resulting impact
- Have a proven success record of leading and operating in a diverse educational environment
- Have a deep understanding and appreciation for the International Baccalaureate program
- Have or be immediately be eligible for a Virginia DOE 8VAC20-23-630 required to serve as a Virginia Pre-k-12 school division superintendent of schools

Compensation:

Multiyear contract with a salary in the range of \$310,000 subject to actual experience, qualifications, and negotiations. Benefits similar to other district employees, applicable VA statutes, and negotiation.

Application deadline March 10, 2025

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

<https://hyasearch.com/job/superintendent-falls-church-va/>

