

# **RICHMOND PUBLIC SCHOOLS**

*Richmond, Virginia*

## **CHARACTERISTICS DESIRED IN THE SUPERINTENDENT OF SCHOOLS**

The School Board and Superintendent Search Committee of the Richmond Public Schools seek a dynamic individual who has demonstrated visionary leadership in a complex organization. The desired individual would have had successful leadership experience in a diverse school district or large organization and would possess excellent oral, written and listening communication skills. In addition, s/he would have the demonstrated ability to:

- Think strategically and develop a comprehensive long-range plan that addresses the priority educational, facility, personnel and fiscal needs of the Richmond Public Schools to better prepare students for the work force and college and to compete in a global economy.
- Execute change successfully, as needed, through the implementation of a systemic approach that focuses on continuous improvement while holding himself/herself and everyone in the organization, as appropriate, accountable for the achievement of the organization's long and short-range goals.
- Provide effective leadership to a diverse community through the development of collaborative relationships with the students, teachers and other District staff, parents, Mayor, City Council, other elected officials, business community, agencies, institutions of higher education and others, as appropriate, to address the complex needs of the students in the Richmond Public Schools

Similar to most urban districts, the challenges facing the new superintendent include the raising of academic and performance expectations of all constituents; improving student achievement; reducing the drop-out rate; ensuring that graduates are ready to be successful in the work force, the military or college; building and/or renovating facilities that will be conducive to emerging educational needs and ensure the safety of students; and to engender strong public support for the Richmond Public Schools.

Experience as a superintendent and a doctorate from an accredited institution are preferred but not required.

Unique to Richmond, the new superintendent will find a community that is experiencing a significant rejuvenation and one that will be most receptive and supportive of change that focuses on improving the opportunities for students. The business community has demonstrated a strong desire to partner to improve the schools as have the multitude of community agencies, organizations, churches and institutions of higher learning.

To learn more about the Richmond Public Schools, go to [www.richmond.k12.va.us](http://www.richmond.k12.va.us); and to learn more about the community, go to [www.visit.richmond.com](http://www.visit.richmond.com).

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