



THE SCHOOL BOARD OF THE
CITY OF CHESAPEAKE
POST OFFICE BOX 16496
CHESAPEAKE, VIRGINIA 23328

Announcement of Vacancy

SUPERINTENDENT OF SCHOOLS

CHESAPEAKE, VIRGINIA

The Chesapeake City School Board is soliciting applicants to fill the position of retiring Superintendent of Schools, Dr. W. Randolph Nichols. The beginning employment date for the new superintendent will be July 1, 2010. The deadline for receiving applications is noon, Monday, April 26, 2010. Applications should be addressed to:

Dr. Sheila G. Hill-Russ, Chair

Chesapeake City School Board

312 Cedar Road

Chesapeake, Virginia 23322

Applicants should submit a detailed résumé describing both their educational qualifications and experience along with the completed application provided. Applicants also must possess the qualifications as specified in the Code of Virginia necessary to become a Superintendent in the Commonwealth of Virginia and must have administrative experience in the Commonwealth of Virginia. For additional information, please contact Dr. Sheila G. Hill-Russ, Chair of the School Board at hillshg@cps.k12.va.us or Dr. Alan L. Vaughan, Clerk of the Board, at (757) 547-1047 or go to the Chesapeake Public Schools website at www.cpschools.com

CONTRACT AND SALARY

Virginia State Law requires that a superintendent may serve for an initial term of not less than two years, nor more than four years. The contract term for the new superintendent will begin July 1, 2010. The superintendent will be required to establish residence in Chesapeake. The salary to be paid will be commensurate with the applicant's experience and qualifications.

"WE PROMOTE EXCELLENCE"

Dr. Sheila G. Hill-Russ, Chairman • Mr. Harry A. Murphy, Vice Chairman • Mr. C. Jeff Bunn • Mrs. Barbara B. Head
Mrs. Brenda J. Johnson • Mr. James A. Leftwich, Jr. • Mr. Thomas L. Mercer, Sr. • Mrs. Christina F. Pullen • Mr. Michael J. Woods
Dr. Alan L. Vaughan, Clerk • Dr. W. Randolph Nichols, Superintendent

*The Chesapeake Public School System is an equal educational opportunity school system.
The School Board of the City of Chesapeake also adheres to the principles of equal opportunity in employment and, therefore,
prohibits discrimination in terms and conditions of employment on the basis of race, sex, national origin, color, religion, age, or disability.*

BACKGROUND

Chesapeake Public Schools has a strong tradition of excellence in academics, athletics, and other extracurricular activities. The Division is consistently ranked among the top school divisions in Virginia and in the country.

Based on enrollment, the Division is the seventh largest school division in Virginia with over 38,000 students and 6,000 employees (including approximately 3,000 teachers) in 28 elementary schools, 10 middle schools, 7 high schools, and 9 support facilities including a science and technology center, a special education center, an adult education center, and various administrative offices. The operating budget for 2009-2010 is \$397,389,076.

The mission of Chesapeake Public Schools is to ensure that all students attain the knowledge, skills, and attitudes to become lifelong learners and productive citizens by combining the efforts of students, parents, community, and staff to provide a quality education in a safe, orderly environment in which human dignity is valued.

Chesapeake Public Schools achieves this mission using seven strategic goals: ensuring school safety, focusing on diverse opportunities and rigorous educational standards, evaluating the effectiveness and efficiency of division programs and services, providing a comprehensive and dynamic staff training program, widespread use of cutting-edge technology, broadening community involvement, and providing optimal school facilities. The Division has implemented a comprehensive and highly successful citywide School Improvement Planning initiative to serve as the driving force toward its goals.

The Division is committed to providing excellence in education for the children of Chesapeake. Emphasis is placed on reading in the early grades, knowledge of the latest technology, an International Baccalaureate (IB) program, career and vocational training, dual enrollment courses, athletics, and fine arts opportunities. The Division operates the Chesapeake Planetarium, the first high school-based radio station in Virginia, WFOS-FM, a technology academy, and plans to implement an academy focusing on science-based medical studies.

The Division's commitment to excellence and to the future of the community is further evidenced by its unique program through which Chesapeake students are "guaranteed" to employers. If a business hires an employee within five years of graduation from a Chesapeake high school, and the employee is unable to perform the work due to a deficiency in reading, writing, or math skills, the Division will offer retraining to the employee to company specifications at no cost to the employer.

Chesapeake Public Schools has for years been recognized for outstanding performance, innovation, and professional dedication. The Division received the 1999 NEA-UAW/Saturn Partnership Award for its work with the Chesapeake Education Association. The Division also received three U.S. Senate Productivity and Quality Awards (SPQA) for Performance Excellence, the AASA President's Technology Award, and the Virginia Board of Education Leadership in Cultural Diversity Award.

The Division takes great pride in its reputation for "educating all the children of all the people," and its commitment to excellence.

CRITERIA FOR SELECTION

The candidate must be listed on or qualify for the *Eligibility List of Superintendents in Virginia*.

The candidate must have a terminal degree, preferred in education or related field.

The candidate must have successful experience in either serving as a superintendent or serving on the executive staff of a public school division in Virginia.

The candidate must have a strong commitment to public education as demonstrated by the length of time served in public education.

The candidate must have experience in multiple disciplines within a suburban/urban school division to include classroom teacher and principal is preferred.

The candidate must have a proven ability to motivate, develop, support, and delegate to a high performing and caring leadership team of central office staff, teachers, principals, and support staff.

The candidate must have an understanding of how a school division budget is developed. Prefer candidate have actively participated in the development of multiple school budgets in Virginia.

The candidate must have an understanding of the local governing body's budget process and the interrelationship to the school division's budget.

The candidate must have an understanding of the funding process used by the Commonwealth of Virginia to fund public education and the interrelationship to the school division's budget.

The candidate must have experience in using data, with a focus on real-time data, to drive both academic and operational decisions and to motivate others to move in that direction.

The candidate must have an understanding of technology and how it should be used in a school division.

The candidate must have an understanding of the role of a strong and consistent curriculum to meet the needs of all students of all grade levels.

The candidate must have the ability to increase academic accountability for results at all levels; increasing student achievement, closing gaps, increasing graduation rates, and decreasing drop-out rates.

The candidate must have the ability to embrace and promote diversity; to work well in a diverse ethnic, cultural, and socio-economic community and environment; and to work to bring equity of opportunity for all children.

The candidate must have an understanding of the connection between student health and student achievement, and the schools need to educate the whole child, including social, emotional, physical development, and academic needs.

The candidate must possess a proven collaborative management style for building effective teams and consensus around issues, initiatives, and a common agenda; effectively engages others in problem solving and decision-making; demonstrates openness and self-confidence, inspiring trust and modeling high standards of integrity and a superior code of ethics.

The candidate must demonstrate a high level of engagement with and support of principals, including visits to schools and classrooms, and is highly visible in all parts of the school community, serving as the district's chief spokesperson and tireless advocate for all students.

The candidate must have proven experience in working with a large elected School Board to implement Board policies and to communicate effectively with the Board.

The candidate must have a proven record of working with employee associations.

The candidate must demonstrate experience with state legislative matters, having the political acumen to work effectively with state and local elected leaders and officials.

**APPLICATION FOR THE POSITION
OF
SUPERINTENDENT**

1. Name: _____
(Last) (First) (Middle) (Social Security Number)

2. Home Address: _____
(Number and Street) (City) (State) (Zip Code)

Business Address: _____
(Number and Street) (City) (State) (Zip Code)

Preferred Mailing Address: Home: _____ Business: _____

3. Present Position: _____

4. School District or Organization: _____

5. Employment History:
List all full-time positions held within the field of education in REVERSE chronological order.

<u>Organization & Address</u>	<u>Position</u>	<u>Salary</u>	<u>From/To</u>	<u>Number of Years</u>
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Total Number of Years: _____

I certify that the information given on this application is true and complete to the best of my knowledge. I understand that falsification of any part of this application shall be cause for rejection of application or dismissal should I be employed.

Signature: _____ Date: _____

Note: Attach additional sheets for Items 6-16 when necessary.

6. If employed by a school district, provide the following information:
Number of Teachers _____ Amount of Annual Operating Budget _____
Number of Admin./Supv. Personnel _____ Current Pupil Enrollment _____
Number of Non-Certified Staff _____

7. If employer is not a school district, provide the following information:
Number of Employees/Organization _____ Amount of Budget for Which Responsible _____
Number of Persons Reporting to You Personally _____

8. Professional Preparation:

List both undergraduate and graduate matriculation in chronological order.

Institution & Address

Major/Minor Degree

Date of Degree

Are you on the Virginia "Eligible List of Division Superintendents?" Yes [] No []

If not, are you eligible for certification as a superintendent in Virginia? Yes [] No []

[For information about the eligibility list, contact Patty Pitts, Associate Director, Office of Professional Licensure, State Department of Education, P.O. Box 2120, Richmond, VA 23218-2120, Telephone (804-225-2020)]

9. Professional Memberships:

List names of organizations, positions held, and approximate length of membership.

10. Community and Civic Memberships:

List names of organizations, positions held, and approximate length of membership.

11. Honors and Awards:

12. Personal Publications:

List books and/or articles published:

13. Areas of Highest Demonstrated Competence:

Rank in order of competence based upon experience or specialization in undergraduate and graduate preparation.

- | | | |
|----------------------------|----------------------------|------------------------------------|
| ___ Adaptability | ___ General Administration | ___ Staff Development |
| ___ Business Management | ___ Management of Decline | ___ Superintendent/Board Relations |
| ___ Comprehensive Planning | ___ Management of Growth | ___ School-Based Management |
| ___ Curriculum/Instruction | ___ Personnel Management | |
| ___ Employee Relations | ___ Facility Planning | |

14. Using a separate sheet of paper, discuss why you would like to be Superintendent of Chesapeake Public Schools and the special talents you would bring to the position.

15. References:

List the names of four individuals most familiar with your experiences and qualifications.

<u>Name</u>	<u>Position</u>	<u>Current Address</u>	<u>Telephone</u>
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16. Educational institutions from which you have requested credentials to be sent to this office:

(Institution)

(Institution)

(Institution)

(Institution)

FOR OFFICE USE ONLY: Application No. _____ Date Application Received _____
Date Acknowledged _____ References Received _____
Credentials/Transcripts Received _____