



## **Hampton City Public Schools (Virginia) Announcement of Superintendent Search**

The Hampton City School Board (VA) invites applicants for the position of division superintendent. The anticipated start date of the new superintendent is July 1, 2023.

### **City Information**

Hampton City Schools is located in Hampton, Virginia along the Chesapeake Bay, graced with miles of shoreline and breathtaking water views. The city is in the heart of the Hampton Roads region and the center of the East Coast. Hampton was established in 1610, is one of America's oldest cities, and is rich in history. The community is known for many firsts, such as: the oldest continuous community in British North America; the first to offer free, public education in America; and the site of the first training of NASA astronauts as well as home to *Hidden Figures* mathematicians Katherine Johnson, Mary Jackson, and more. Additionally, Hampton is home to Langley Air Force Base, NASA Langley Research Center, and Hampton University. Hampton has been named to several national lists as one of the best places to live and best beach communities, as well as a national model for civic engagement.

### **The School Division**

Hampton City Schools is an urban school division that serves over 19,000 students. As a community, Hampton came together and decided that it was time to transform what it means to teach and learn in Hampton City Schools for the success of young people and future employees. In 2016, our community envisioned the Portrait of a Hampton Graduate and the necessary educational experiences needed to prepare every student for success in college, careers, and life in order to ensure the city of Hampton has a pipeline of skilled workers ready to sustain and grow existing and future industries. Our *One Division, One Transformation* PreK-12 strategies ultimately prepare young people for postsecondary success. This work has earned Hampton City Schools the distinction of being the first and only Ford Next Generation Learning Community in the Commonwealth of Virginia.

Through the Ford Next Generation Learning Community network and partnership, the Academies of Hampton has transformed the traditional high school experience into an innovative model consisting of 16 wall-to-wall academies and 44 pathways. This model prepares all students for careers, linking academic courses to college majors and career sectors based on high-demand, high-wage jobs aligned with regional and state workforce data. This important work was featured in the 2018 State of the Region report for Hampton Roads as "The Next Generation of Learning in Hampton Roads," as well as *The Center for American Progress* as one of the four models working across the country in high school redesign. In addition, Hampton's high schools have been named each year since 2019 to Virginia Living's list of Top Schools and Colleges.

Hampton's commitment to learning environments that challenge, nurture, and engage every single student, as well as its commitment to academic excellence and student success at all grade levels, has resulted in significant improvement in student performance over the past eight years. Our on-time graduation rate of 97.64% leads our region of 15 school divisions. Not only are our students graduating college, career, and life ready, our division has the lowest dropout rate (0.62%) in our region. Since 2019, all of the division's schools are 100% accredited.

**Our Mission:** In collaboration with our community, Hampton City Schools ensures academic excellence for every child, every day, whatever it takes.

**Our Vision:** Hampton City Schools: the first choice for success for every student.

**Core Values:** We believe that the developmental needs of children are central to every aspect of the operation of Hampton City Schools and that all interactions with our stakeholders must be governed by our core values-integrity, responsibility, innovation, excellence, and professionalism.

**Student Population:** 19,839

**On-Time Graduation Rate:** 97.64% (highest on-time graduation rate in the region)

**Operating Budget:** \$385,020,604

**Student Per Pupil Expenditure as budgeted for FY23:** \$19,667

**Full-Time Personnel:** (professional and support staff) – 2,524

**Teacher Population:** 1,423

**Teachers with Master's Degrees & Higher:** 729

**National Board Certified Staff Members:** 31

**Number of Schools:** 32 schools and centers

1 Early Childhood Center

18 elementary schools (including 1 magnet, 2 fundamental, and 1 school for the arts)

2 PK-8 Schools (designed with three major learning centers: PK-2, 3-5, 6-8 and established choice programs in Science, Technology, Engineering and Math (STEM) and Biotechnology/Medical Arts)

1 Gifted Center

5 Middle Schools (including 1 magnet and 1 fundamental)

4 High Schools (each including specialized college and career academies offering 44 career pathways)

1 Adult and Alternative Learning Center

**Web Site:** <http://www.hampton.k12.va.us/>

## **Salary**

Commensurate with experience and qualifications.

## **Required Qualifications**

- Candidates must hold an earned doctorate.
- Candidates must meet the qualifications for inclusion on the eligibility list of superintendents in Virginia. Questions concerning the eligibility requirement should be directed to Dr. Joan Johnson, Division of Teacher Education & Licensure, Virginia Department of Education PO Box 2120, Richmond, VA 23218; telephone 804-371-2522.
- The candidate selected for the position must agree to become a resident of the city of Hampton after accepting the position.

## Desired Qualifications

After seeking input from its Board members, parents, staff, students, and community, the School Board of Hampton City seeks an educational leader with outstanding qualifications/characteristics, as reflected in the following profile:

- Decisive, creative, dynamic leadership with team-building ability and a proven record of success.
- Educational expertise and experience preferably as a school superintendent, with additional educational leadership experience at both the central office and building level.
- Strong record of success in the areas of instruction and curriculum addressing the needs of all students including those in special and gifted education programs.
- Experience in intentionally supporting social emotional learning and a system of tiered supports that address mental wellness.
- Expertise in school accreditation with strategic planning and data analysis skills, focusing on achievement gaps and the needs of a diverse student population including those in poverty.
- Ability to create a climate and culture of mutual trust and respect by maintaining open channels of communication to and from staff, being visible in the schools, and encouraging staff development and professional growth.
- In-depth understanding of budget and finance with experience in working through budget challenges, evaluating cost effectiveness, and lobbying for school funding.
- Capacity to inspire community confidence, to relate well to a variety of community groups, to advocate for school issues and needs, and to promote business and community involvement in schools and specifically to support the Academies of Hampton.

Candidates must meet the legal requirements to be licensed or be eligible for licensure as a superintendent in Virginia. Questions concerning the eligibility requirement should be directed to the Office of Professional Licensure, State Department of Education, P.O. Box 2120, Richmond, VA 23218-2120, Telephone: (804) 371-2522. **Licensure must be approved by the State Board of Education, which meets on a quarterly basis.**

## Application Procedures

<https://phl.applitrack.com/vsba/onlineapp/default.aspx?AppliTrackJobID=202&ref=>

Completed applications are due by March 31, 2023.

Candidates should not contact school board members. Inquiries should be directed to Gina Patterson, Executive Director, Virginia School Boards Association, 200 Hansen Road, Charlottesville, VA 22911, 434-295-8722 or [gina@vsba.org](mailto:gina@vsba.org).

*Equal Opportunity Employer*



# Superintendent Search 2023

## REQUIRED & DESIRED QUALIFICATIONS



### OUR MISSION

In collaboration with our community, Hampton City Schools ensures academic excellence for every child, every day, whatever it takes.



### CORE VALUES

We believe that the developmental needs of children are central to every aspect of the operation of Hampton City Schools and that all interactions with our stakeholders must be governed by our core values-integrity, responsibility, innovation, excellence, and professionalism.

### REQUIRED QUALIFICATIONS

- Candidates must hold an earned doctorate.
- Candidates must meet the qualifications for inclusion on the eligibility list of superintendents in Virginia. Questions concerning the eligibility requirement should be directed to Dr. Joan Johnson, Division of Teacher Education & Licensure, Virginia Department of Education PO Box 2120, Richmond, VA 23218; telephone 804-371-2522.
- The candidate selected for the position must agree to become a resident of the city of Hampton after accepting the position.

### DESIRED QUALIFICATIONS

After seeking input from its Board members, parents, staff, students, and community, the School Board of Hampton City seeks an educational leader with outstanding qualifications/characteristics, as reflected in the following profile:

- Decisive, creative, dynamic leadership with team-building ability and a proven record of success.
- Educational expertise and experience preferably as a school superintendent, with additional educational leadership experience at both the central office and building level.
- Strong record of success in the areas of instruction and curriculum addressing the needs of all students including those in special and gifted education programs.
- Experience in intentionally supporting social emotional learning and a system of tiered supports that address mental wellness.
- Expertise in school accreditation with strategic planning and data analysis skills, focusing on achievement gaps and the needs of a diverse student population including those in poverty.
- Ability to create a climate and culture of mutual trust and respect by maintaining open channels of communication to and from staff, being visible in the schools, and encouraging staff development and professional growth.
- In-depth understanding of budget and finance with experience in working through budget challenges, evaluating cost effectiveness, and lobbying for school funding.
- Capacity to inspire community confidence, to relate well to a variety of community groups, to advocate for school issues and needs, and to promote business and community involvement in schools and specifically to support the Academies of Hampton.

