An Invitation to Apply for the Position of
Superintendent
Roanoke City Public Schools

Roanoke, Virginia
The Position

The Roanoke City Public Schools, Roanoke, Virginia School Board, is seeking a highly qualified and fully certified Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position on or before July 1, 2020.

McPherson & Jacobson, L.L.C., Executive Recruitment and Development has been engaged as the consultant in a search for outstanding candidates. They will assist the School Board in identifying and screening the candidates.

The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership. The Board recognizes that selecting a superintendent is one of the most important decisions it will make. The Board developed the following desired characteristics.

1. A strong, scholarly instructional leader who has demonstrated success in an urban school district using research-based programs and best practices in all academic areas, and in supporting positive student behavior;
2. A visionary and strategic fiscal manager who will strongly advocate for the resources needed for the district to ensure resources are aligned with and support effective educational programs and student achievement;
3. A clear and strong communicator committed to transparency with external and internal stakeholders;
4. An optimistic, growth-focused leader committed to excellence in the areas of academics, athletics, the fine arts, co-curricular offerings, and instructional technology while fostering educational equity for all students;
5. A leader who establishes a high performing culture, builds leadership teams that are respectful and collaborative, and understands the importance of professional development of division employees;
6. An educational leader with demonstrated experience strengthening partnerships with civic and cultural groups/organizations and local, regional and state politicians through effective engagement strategies.

Additional requirements:

- The successful candidate shall have evidence of continuing advanced studies.
- A doctorate is preferred.
- Listed on the “Eligible List of Division Superintendents” approved by the Virginia Board of Education or possess the necessary qualifications for certification as a superintendent in the Commonwealth of Virginia.
- The individual should have successful experience as a school superintendent or assistant superintendent in an urban district with similar demographics.
- Additional experience as a director, principal and/or classroom teacher is preferred.
- Finally, the candidate should have knowledge of ESSA (Every Student Succeeds Act of 2015), the Virginia Standards of Learning to include accreditation requirements, and the Virginia graduation requirements.
**The District**

All schools in the Pre-K through Grade 12 district are fully accredited in accordance with Virginia Standards. The enrollment for 2019-20 is 14,040.

**Fall 2019 Student Demographic Composition:**
- Asian 3.2%
- Hispanic 15%
- Black 42.5%
- White 33.7%
- Other 5.6%

- Number of English as a Second Language Students: 1,900
- RCPS boasts strong arts, athletics, and extracurricular opportunities for all students.
- Budget: $190.8 million

**Learn More at:**
[www.rcps.info](http://www.rcps.info)
[https://www.youtube.com/watch?v=VTGC3XgYi14&feature=youtu.be](https://www.youtube.com/watch?v=VTGC3XgYi14&feature=youtu.be)

**Fast Facts**
- 2,225 Total Staff
- 17 Elementary Schools
- 5 Middle Schools
- 2 High Schools
- Forest Park Academy
- Governor’s School for Science & Technology
- Noel C. Taylor Academy at Oakland
- Roanoke Technical Education Center
- Strong partnership with Virginia Western Community College (Roanoke, VA)

Implementation of USDA’s Community Eligibility Provision (CEP) began in the fall of 2015-16 school year. The program allows all students to receive breakfast and lunch at no cost to the student. Currently, 22 of 24 schools in Roanoke City Public Schools are eligible; including Noel C. Taylor and Forest Park.

**Staffing Data**

<table>
<thead>
<tr>
<th>Pupil Teacher Ratios</th>
<th>Classroom Teachers Only</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Elementary Schools</strong></td>
<td>18.8</td>
</tr>
<tr>
<td><strong>Middle Schools</strong></td>
<td>17.5</td>
</tr>
<tr>
<td><strong>High Schools</strong></td>
<td>19.9</td>
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</tbody>
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**The Community**

Roanoke is a city in the Blue Ridge Mountains of southwest Virginia, approximately 190 miles west of Richmond. It is known for the Roanoke Star, also known as the Mill Mountain Star, a neon landmark overlooking the city from the summit of Mill Mountain. The weather in the Roanoke Valley is pleasant and comfortable throughout the year. The region is located far enough north to experience four distinct seasons and far enough south that the winters are mild. Because we are surrounded by the Blue Ridge Mountains, all four seasons are spectacular.

The Roanoke River flows through the city of Roanoke. Some stretches of the river flow through parks and natural settings, while others flow through industrial areas. Several tributaries join the river in the city, most notably Peters Creek, Tinker Creek and Mud Lick Creek. Roanokers and visitors enjoy hiking, mountain biking, cross-country running, canoeing, kayaking, fly-fishing and other outdoor pursuits at Jefferson National Forest.

Each year, the greater Roanoke Valley hosts so many festivals, you will swear we celebrate just about everything. Roanoke's festivals and cultural events include the Chili Cook-Off, Henry Street Festival, Big Lick Blues Festival, Strawberry Festival; Downtown Roanoke is where you will find many big events like Festival in the Park and Festival of Local Colors - a celebration of the many cultures that shape our growing region.

Roanoke is also considered 'Virginia's Theater City' and is home to Roanoke Children's Theatre, Mill Mountain Theatre, Grandin Theatre, Virginia Western Theatre, Showtimers Community Theatre, and The Star City Playhouse.
An application for superintendent should include:

- A letter setting forth personal qualifications, experiences and reasons for interest in the position.
- A current résumé.
- A completed application form.
- Reference letters, certificates and licenses, and academic transcripts from colleges/universities indicating degree(s).

Candidates are asked not to directly contact board members. Any effort to do so may eliminate them from consideration. Names of applicants will be held in strict confidence whenever possible; however, McPherson & Jacobson complies with individual states’ Freedom of Information laws. In the final process, the school board may visit the district where the candidate is employed, but will not proceed without the knowledge and consent of the candidate.

Selection Time Line

- Closing date for applications: March 19, 2020 (11:30 p.m. central time)
- Board of Trustees selects semi-finalists to interview: April 21, 2020
- Semi-Finalists Interviews with the Board of Trustees: April 28-30, 2020
- Finalists Interviews with the Board of Trustees: May 5-7, 2020
- Selection of new Superintendent: By May 8, 2020
- Start date: on or before July 1, 2020

Roanoke City Public Schools is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.