

*An Invitation to Apply for the Position of  
Superintendent*

# **Alexandria City Public Schools**



Alexandria, Virginia

# The Position

The **Alexandria City Public Schools Board of Education** is seeking a highly qualified **Superintendent** to lead the division and will serve as an advocate for public education. Alexandria City is a diverse/suburban/urban school division in close proximity to Washington, DC. Alexandria City Public Schools (ACPS) serves more than 15,700 students who hail from more than 100 countries and speak 124 languages. ACPS has 18 schools, including two middle schools, two K-8 schools, one pre-K school and the internationally recognized Alexandria City High School. The Board wants the successful candidate to assume the responsibilities of the position on or before **July 1, 2023**.

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

**Salary:** Regionally competitive salary based upon experience and qualifications

## The Qualifications

The candidate must have the background, skills, and abilities essential for excellence in educational leadership to include high expectations, being data driven and maintaining a culture of accountability throughout the division. Experience as a superintendent or in a central office leadership position in a diverse, suburban/urban district to include classroom teaching experience is required. Doctorate and Virginia Superintendent certification – or eligibility for it – are required as is a preference for living in the city of Alexandria. The Board is seeking a candidate with the following desired characteristics:

1. An educational leader with a proven track record of leading teams to implement equitable practices that result in improved academic achievement in a suburban/urban school division.
2. A leader with experience in the successful development and implementation of a division-wide strategic plan with the understanding that the current plan must continue to be implemented with fidelity through 2025.
3. A leader who builds consensus through collaboration resulting in trust and mutual respect throughout the division and the broader community.
4. A steward of public resources with expertise in budget development, the ability to foster positive relationships with the city government officials and experience in carrying out capital projects.
5. An effective communicator whose vision can be translated into practical terms for all stakeholders in the division and the broader community.
6. A leader with the ability to identify staff's potential and build capacity throughout the organization.

# The Community

- **Location:** Northern Virginia, Across the Potomac River South of The District of Columbia, Interstates 495, 395 and 95 are located through or adjacent to the City
- **Alexandria population** in 2022 is estimated to be 163,964, covers city area of 15.5 sq mi (40.1 sq km), ranks sixth largest city in Virginia State one-hundred -sixty-third city in the United States.
- **Medical facilities available:** Inova Hospital (Alexandria), Virginia Hospital Center, Fairfax Hospital, GWU Medical Center, Georgetown Hospital, Johns Hopkins (Baltimore), U of MD Medical Center (Baltimore)
- **Recreational activities in the area:** Parks, hiking, running, golf, swimming
- **Sports teams in the area:** Washington Nationals Baseball, Washington Commanders Football, Washington Capitals, Washington Wizards, Washington Mystics, DC United, Baltimore Orioles, College Sports teams
- **Colleges or universities nearby:** George Mason University, Northern Virginia Community College, George Washington University, American University, Georgetown University
- **Other attractions to the area:** Historic Old Town Alexandria, Mount Vernon Estate, Great Falls Park, Burke Lake, Washington D.C., Kennedy Center for Performing Arts, National Gallery of Art, Lincoln Memorial, Jefferson Memorial, etc., Library of Congress, Smithsonian Institution

Alexandria has been named the #4 Best Small City in the nation in 2022. Building upon the initiatives that have earned us the distinction requires hiring great people who will strengthen and diversify our City and promote our goal of being an Employer of Choice.

We are continuously looking for people who will add to our progressive and client-focused mission. We know that a "top" City is only great because of the people who choose to serve our community.

# The District

- **Accreditation:** <https://schoolquality.virginia.gov/divisions/alexandria-city-public-schools> (Virginia—13 schools accredited, 4 accredited with conditions)
- **Type of district:** K-12
- **Number of students:** 15,732
- **Total area of district:** 15.5 square miles
- **Staff:**
  - Number of certified teachers: 1,500
  - Support: 796
  - Licensed: 1,604
  - Administrator: 173
  - Casual Employees: 1,404
  - Total (w/Casuals): 4, 151
  - Total (w/out Casuals): 2,573
- **ACPS is comprised of 18 total schools:**
  - One Pre-K School
  - Twelve Elementary Schools
  - Two K-8 Schools
  - Two Middle Schools
  - One High School (four campuses)
- **Demographics:**
  - Asian: 6.6%
  - Black: 25.0%
  - Hispanic: 37.7%
  - White: 26.6%
  - Native Hawaiian/Pacific Islander: 0.3%
  - Native American: 0.1%
  - Multi-racial: 3.7%
  - Countries of birth: 119
  - Native languages: 124
- **Eligible for free or reduced price meals:** 54.0%
- **Receiving talented and gifted services:** 11.0% (as of 9/30/21)
- **Students requiring English Learners (EL) services:** 35.7%
- **Students receiving special education services:** 10.2%
- **Special programs:** CTE, TAG, IB, AP, STEM, Health Sciences Academy, International Academy, Dual Enrollment,
- **Partnerships with colleges/universities:** NOVA, GMU, GWU, Amazon
- **Extracurricular Activities:**
  - Sports: Football, basketball, baseball, lacrosse, volleyball, soccer field hockey, swimming, softball, wrestling, rugby, crew, track and field, cross country
  - Intramural Sports
  - Clubs: Robotics
  - Music: Band (incl. Marching, Jazz) Orchestra, Chorus
  - Drama
- **Points of pride for the district:**
  - ACHS (formerly T.C. Williams) was the subject of the movie *Remember the Titans*
- **Noted alumni:**
  - Noah Lyles—Bronze Medal Olympian and World Record Holder
  - Dean Muhtadi—WWF Mojo Rawley and TMZ Sports host
  - Dermot Mulroney—Actor
- **Operating budget:** \$321,826,737 for FY2023

**District Website: [www.acps.k12.va.us](http://www.acps.k12.va.us)**

## School Board

The School Board consists of nine members, elected to serve three-year terms.

<b>Name</b>	<b>Occupation</b>	<b>Years Served</b>
Ms. Meagan Alderton	Special Education Consultant	4 years
Mr. Willie F. Bailey Sr.	Deputy Fire Chief	1 year
Ms. Kelly Booz	Director of Resources & Dissemination	4 years
Mr. Abdel-Rahman Elnoubi	Engineering Project Manager	1 year
Ms. Jacinta Greene	Marketing Consultant and Meeting Planner	4 years
Mr. Christopher Harris	Environmental Safety & Health Engineer	1 year
Ms. Tammy Ignacio	Retired School Administrator	1 year
Dr. Michelle Rief	College Professor and Education Non-Profit Executive	4 years
Dr. Ashley Simpson Baird	Educational Researcher	1 year

# Mission

Ensure success by inspiring students and addressing barriers to learning.

Alexandria City Public Schools (ACPS) places racial equity at the center of everything that we do as a school division. This challenges us to ensure our students are engaged in classroom instruction and have access to the educational resources needed to enhance their learning experiences. We will ensure that our schools are a safe, friendly and welcoming environment for all. We set clear division-wide priorities and programs to address opportunity and achievement gaps as well as make sure that all students graduate ready for college, careers and life. Our vision is big and bold, and the potential is enormous.



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## APPLICATION

available at

[www.macnjake.com](http://www.macnjake.com)



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: **February 9, 2023**
- ◆ School Board selects finalists to interview: **March 2023**
- ◆ Finalists Interviews with the School Board: **March 2023**
- ◆ Selection of new Superintendent: **End of March 2023**
- ◆ Start date: **on or before July 1, 2023**

*Alexandria City School District 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.*