



Augusta County Public Schools Exceptional Virginia School Division Searching for a Superintendent

The Position - The School Board of Augusta County Public Schools seeks an outstanding educational leader to serve as superintendent. The start date for the new superintendent will be on or before January 1, 2026. Augusta County Public Schools is an equal opportunity employer.

The Division - Augusta County is nestled in the heart of the Shenandoah Valley, bounded by two magnificent mountain ranges (the Alleghany and the Blue Ridge). The current population is 77,598 and Augusta County is the second-largest county in Virginia by land area. The area is proud of its deep agricultural heritage and boasts diverse outdoor recreation, thriving cultural attractions, vibrant and inviting small towns, and numerous historical attractions.

Augusta County Public Schools serves over 10,000 students. ACPS is comprised of nine (9) elementary, five (5) middle, five (5) high schools, and participates in the regional career and technical center, an alternative education center, the governor's school, and regional special education program. The division employs approximately 2,000 professional and operational staff.

In Augusta County Public Schools, we consistently strive to provide an innovative, exceptional education that guides students to reach their highest potential both academically and as responsible citizens: **Every Child, Every Day**. More information about the division is available at <https://www.augusta.k12.va.us/>

Qualifications - The Augusta County School Board seeks an innovative, collaborative leader with a demonstrated ability to carry forth the educational and administrative goals of the division along with meeting the exemplary leadership expectations of the board. Successful candidates will illustrate a commitment to collaboration with the School Board, staff and community; will be visible throughout the schools and community and will take advantage of a positive working relationship between the School Board, Board of Supervisors, County Administration and an engaged community.

Application/Selection Procedure/Salary/Licensure - Individuals who wish to be considered for this position will complete an online application. [Click here to download the fillable application.](#)

An application file must include a letter of interest indicating reasons for interest in the position, a current resume, and three letters of reference. Candidates must send these materials electronically with the online Applicant Data Form. Official transcripts will be required from candidates who are invited to interview with the School Board.

Salary for the successful candidate will be regionally competitive. The final salary and benefits for the successful candidate will be negotiated and determined based upon experience, qualifications and meeting Board criteria.

Applicants are required to hold or provide evidence of eligibility for the Virginia Division Superintendent License. Candidates are encouraged to obtain information about requirements for licensure from the Virginia Department of Education at www.doe.virginia.gov. A Doctorate in Educational Leadership and Policy Studies is preferred.

Application Deadline - March 14, 2025 - Letters of application and other required materials must be received by March 14, 2025. The Board expects to finalize the search by May 2025.



Augusta County Public Schools Superintendent Search - Leadership Profile

The Augusta County School Board seeks an outstanding visionary and instructional leader who can collegially lead a solid school system with a history of success. The successful candidate will have a proven record of positive student achievement and experience working in a similar type of community. The desired candidate will have demonstrated a commitment to collaborating with the School Board, staff, and the community. The final candidate will be student-focused and visible throughout the schools and community. The Board seeks candidates who can demonstrate a combination of the following qualities.

VISIONARY INSTRUCTIONAL LEADER.

- An instructional leader who has a clear and understandable vision that supports decisions and implementation of initiatives that promote the academic success and well-being of each student.
- A leader who is committed to working with staff and community in an open, encouraging manner, and will identify and provide educational programs that meet the needs of students in ACPS.
- A leader who will exhibit leadership that meet the needs of a broad spectrum of students, including providing behavioral and academic supports to struggling students as well as advocating advanced classes to challenge students and supporting expanded career and technical programs.
- A leader with a strong instructional background and experience guiding technology initiatives and programs which provide multiple opportunities for all students.

EFFECTIVE COMMUNICATOR

- A good listener who encourages open communication, practices transparency, and works to build trust and support.
- A visible and approachable leader who is committed to working cooperatively with the School Board, Board of Supervisors, staff, students, parents, and community.

- An excellent collaborator who will bring all segments of a diverse community together.
- A confident decision-maker who will listen to divergent points of view before making a final decision.

COLLABORATIVE MANAGER

- A leader with strategic planning expertise who can make the best use of available resources and address growth of an increasingly diverse community.
- An effective manager who utilizes operational expertise to assure the system's fiscal and human resources are assigned to benefit every student.
- A collaborative leader and manager, who can move Augusta County forward and navigate change by building and sustaining positive relationships with the School Board, Board of Supervisors, parents, and community.
- A leader who will create and implement a plan, which includes the necessary fiscal and human resources, designed to increase staff diversity at all levels, and establish programs that benefit all students.

PERSONAL QUALITIES

- An inclusive leader with unquestioned integrity known for building a culture of respect.
- A transparent, affirming leader who is politically astute with the courage to address issues necessary for the benefit of students.
- An energetic, genuine, and compassionate leader who will advocate and support teachers and staff and will collaborate with the Board, staff, parents and community to benefit each and every student's needs.
- A student-focused leader who is ethical, dedicated, and who is visible in the schools and extended community.