



Superintendent Search

The Position

The Poquoson City School Board is seeking an outstanding educational leader to serve as Superintendent of Poquoson City Public Schools (PCPS). The next Superintendent will work to continue the outstanding quality and positive reputation of the division. The successful candidate will collaborate with a dedicated school board, a skilled staff, supportive parents, and an engaged community to lead the division in an effective and efficient manner. The start date for the new Superintendent will be on or before July 1, 2020.

Qualifications / Licensure

The School Board seeks an educational leader who will enhance PCPS's historical rank as a high performing school division. The successful candidate will follow a tradition of longevity for school leaders of PCPS as the division has employed only three superintendents over the past 35 years. The successful candidate will be a visible and engaged leader in schools and the community and display integrity and effective communication skills for all audiences. The successful candidate will be expected to reside in the City. Applicants are required to hold or provide evidence of eligibility for a Virginia Division Superintendent License.

The City of Poquoson

Poquoson is a small city in the Tidewater area of Virginia, nestled along 84 miles of Chesapeake Bay shoreline. The City of Poquoson, according to a CNBC report, is one of "America's top ten perfect suburbs." Bloomberg Business Week, found Poquoson to be the #1 suburb in Virginia due to its low crime rate, exceptional schools and ease of access to the region's largest employers. The City boasts a small town atmosphere with compatible neighbors who have a common interest in the well-being of the City and their families. The city is in close proximity to major employers including military bases, NASA, and Huntington Ingalls Shipyard.

The School Division

The Poquoson City School Division is led by a seven member School Board appointed by City Council, and enjoys a positive relationship with Council and the City Manager. Its Mission is to educate and prepare all students for success in college and career and for responsible citizenship. Poquoson City Public Schools provides a respectful, safe and caring environment for students to master content as well as to learn and use the skills of critical thinking, collaboration and communication. The schools continue the tradition of enjoying strong community and family support. Furthermore, PCPS will meet and exceed student achievement requirements through the provision of:

- Quality instruction that promotes student engagement and reflects teaching innovation, research-based instruction and effective teaching strategies,
- Highly qualified educators who receive professional development, and
- Continuous student improvement through the implementation of quality programs that meet the needs of all students.

The division's 2,137 students are served in four schools. Poquoson Primary (K-2); Poquoson Elementary (3-5); Poquoson Middle (6-8); and Poquoson High School (9-12, home of the Islanders). PCPS has a rich history of excellence and consistently ranks among the highest performing school divisions in Virginia. The division's state Standards of Learning (SOL) test scores, SAT scores, and Advanced Placement Test scores consistently rank well above the state and national averages.

Application Deadline: March 13, 2020

Applications and all other required materials must be received by **the Clerk of the Board** by the close of business, on Friday, March 13, 2020.

Note that applications will not be accepted by the Human Resources Department. Only the Clerk of the Board may receive applications for the superintendent opening.

Application materials may be accessed via this link:

[Superintendent Application](#)

Completed packets may be sent to Ms. Lenna Reimers, Clerk of the School Board, via e-mail (Lenna.Reimers@poquoson.k12.va.us) or postal delivery (500 City Hall Avenue Poquoson, VA 23662).

Questions regarding this opportunity may be directed to Dr. Steven R. Staples, Search Consultant, at staples.steven@gmail.com

The School Board expects to identify a successful candidate by early May, 2020.

Poquoson City Public Schools is an equal opportunity employer.