



Richmond County (VA) Public Schools Announcement of Superintendent Search

The School Board of Richmond County Public Schools invites applications and nominations for the position of Superintendent. The anticipated date of hire is September 2026.

THE COUNTY

Richmond County is situated on the Northern Neck Peninsula in the eastern portion of Virginia. The Rappahannock River forms the southern boundary of this 192 square mile community. The incorporated town of Warsaw is located at the intersection of U.S. Route 360 and State Route 3. This strategic location makes the town of Warsaw the commercial hub for the Northern Neck and enables easy access to the major metropolitan areas located in eastern Virginia. Richmond County is 50 miles northeast of the City of Richmond and 120 miles southeast of Washington, D.C.

THE DIVISION

MISSION: As trusted partners with families and community, RCPS fosters resiliency and prepares each student to be our future problem-solvers and leaders.

VISION: Every student will graduate on time possessing the essential skills needed to thrive in the future. All students are inspired, engaged, and supported as they pursue their aspirations.

Budget: \$22,604,026

PK-12 Total Student Enrollment: 1,421

Full Time Personnel: 187

Part Time Personnel: 35

On Time Graduation Rate: 98.3% 2024-25 SY

Schools: Richmond County Elementary Middle School & Rappahannock High School

Web Site: <https://www.richmond-county.k12.va.us/>

QUALIFICATIONS

The board has established the following qualifications for the next superintendent of Richmond County Public Schools:

- An earned doctorate is preferred.
- Experience as a superintendent or associate/assistant superintendent is preferred.
- Experience as a principal is preferred.
- Teaching or public-school administration experience in Virginia is preferred.
- Residency in the school division will be required.

Leadership and Management Skills – The successful candidate is a visionary, creative thinker and a decisive leader.

Personal Characteristics – The successful candidate is a good listener, accessible, accountable and consistent.

Board-Superintendent Relations – The successful candidate effectively mediates and accommodates different perspectives and is willing to assume a lead role in decision making while keeping the Board informed.

Staff Relations – The successful candidate maintains open channels of communication to and from staff and creates an atmosphere of trust and mutual respect.

Community Relations – The successful candidate effectively advocates school issues and needs and relates well to a variety of community groups on both private and public levels.

School Finance – The successful candidate lobbies for school funding on behalf of the school division, closely supervises budget development and procedures, and develops and explains the rationale for the budget to the board and local officials.

Areas of Expertise – The successful candidate demonstrates expertise in advancing student achievement through strategic planning, continuous improvement, and the effective leadership of curriculum and instruction initiatives.

Candidates must meet the legal requirements to be licensed or be eligible for licensure as a superintendent in Virginia. Questions concerning the eligibility requirements should be directed to the Office of Educator Preparation and Licensure, State Department of Education, P.O. Box 2120, Richmond, VA 23218-2120, Telephone: (804) 750-8190.

SALARY

Commensurate with experience and qualifications.

APPLICATION PROCEDURES

To apply, visit: <https://vsba.myrevelus.com/>

Completed applications are **due by July 3, 2026**.

Candidates should not make contact with 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.

Equal Opportunity Employer