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SUPERINTENDENT SEARCH

Albemarle County Public Schools







ENGAGE PHASE UPDATE

YOUR HYA SEARCH TEAM



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SEARCH PROCESS



ENGAGE

Understand the desires of your organization

1

NOV & DEC



RECRUIT

Bring the widest range/ talented candidates that meet expectations

2



SELECT

Facilitate selection process to arrive at the best match

3



TRANSITION

Support the organization and your new Board/superintendent Team

4

RECOMMENDED TIMELINE WILL BE DEVELOPED BASED ON ENGAGE FINDINGS

SUCCESSFUL and DEEP COMMUNITY ENGAGEMENT

- BOARD'S STRATEGIC PLAN
- BOARD INTERVIEWS
- INDIVIDUAL INTERVIEWS
- FOCUS GROUPS
- COMMUNITY FORUMS
- STAKEHOLDER SURVEY

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Leadership Profile Report

- Survey Results
- Focus Group Analysis
- Data Brief on Student Achievement and District Finances
- Desired Characteristics

HYA's research-based approach helps you best understand the desires of your stakeholders.



Continuous

FEEDBACK LOOPS

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ENGAGE PHASE ACTIVITY	PROPOSED DATES
Superintendent Search - Engagement Phase	October 22, 2026 - 6 PM
Board Planning for Engagement Process	November 12, 2026 - 6 PM
Online Survey Open/Close	November 16 - December 18, 2026
Interviews/Focus Groups ***(for development of Leadership Profile)***	Beginning December 1 through December 18, 2026
Board Update on Engagement Process	December 8, 2026 - 6 PM
Leadership Profile Report Presented to Board and approved for posting. Feedback form on website.	January 14, 2027 - 6 PM
Discussion and Recommendation for Recruit and Select Phases with Timeline	January 28, 2027 - 6 PM

IN-PERSON FOCUS GROUPS

EMPLOYEES



DEC 1-3 INTERNAL STAKEHOLDERS

Dec 1, 2026

- 6:30 PM Western Albemarle High - All employees

Dec 2, 2026

- 10:30 AM Bus Barn (for bus drivers and custodial)
- 6:30 PM ACE Academy - All employees

Dec 3, 2026

- 6:30 PM Monticello High School - All employees

VIRTUAL FOCUS GROUPS



EMPLOYEES

December 1-3 Focus groups are for employees

- There are 15 opportunities over three days (plus three in-person) for the 2,500+ employees to engage with HYA Associates.
- The times were chosen based on end times of schools; however, any employee can attend any session.

December 1, 2026	**December 2, 2026**	**December 3, 2026**
3:00 PM Elementary	3:00 PM Elementary	3:00 PM Elementary
4:00 PM High School	4:00 PM High School	4:00 PM High School
4:30 PM Middle School	4:30 PM Middle School	4:30 PM Middle School
5:30 PM Support Staff	5:30 PM Support Staff	5:30 PM Support Staff
6:30 PM All Employees	6:30 PM All Employees	6:30 PM All Employees

IN-PERSON FOCUS GROUPS

COMMUNITY



DEC 8 - 9 MAGISTERIAL DISTRICTS/ COMMUNITY STAKEHOLDERS

Dec 8, 2026

- Ravanna (Judy) - Northside Library 6:30 PM
- Jack Juit (Kate) - Grier Elementary School 6:30 PM
- Whitehall (Rebecca) - Crozet Elementary School 6:30 PM

Dec 9, 2026

- Scottsville (Ellen) - Mountain View Upper 6:30 PM
- Rio (TBD) - Northside Library 6:30 PM
- Samuel Miller (Bob) - Ivy Elementary School 6:30 PM

Dec 10, 2026

- Engage Phase Update from HYA Associates at School Board Meeting - 6 PM Open Session

VIRTUAL FOCUS GROUPS



COMMUNITY

December 8-10 Virtual Focus Groups are for Community.

- There are 15 opportunities over three days (plus SIX in-person)
- The times were chosen to give broad access

Dec 8, 2026	**Dec 9, 2026**	**Dec 10, 2026**
10:00 AM	10:00 AM	10:00 AM
12:00 PM	12:00 PM	12:00 PM
2:00 PM	2:00 PM	2:00 PM
4:00 PM	4:00 PM	4:00 PM
6:00 PM	6:00 PM	6:00 PM

VIRTUAL FOCUS GROUPS



SPECIAL GROUPS

- **December 15 - 6:30-8:30 PM** - Family Council (Emily Mathon, Chair); 55 members
- **NEED STUDENT FOCUS GROUP(S)**

Requests for Focus Groups

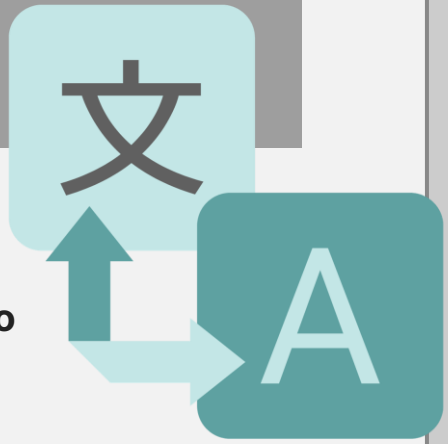
SCAN HERE

SURVEY STRUCTURE

DISAGGREGATED GROUPS

Which of the following best describes your relationship to Albemarle County Public Schools? *If more than one applies, please select the role that best reflects how you are answering the survey.*

- **Parent/Guardian of a current Albemarle County Public Schools Student**
- **Current Student of Albemarle County Public Schools**
- **Community Member**
- **Licensed Employee (Teacher, Counselor, or Other Licensed Instructional Professional)**
- **Educational Support Professional (Classified Staff)**
- **School or Division Administrator**



LANGUAGES

- ○ **English**
- ○ **Spanish**
- ○ **Dari**
- ○ **Farsi**
- ○ **Arabic**
- ○ **Pashto**
- ○ **Chinese**

INPUT

Is there someone you think would be a good candidate for the position?

SURVEY INSTRUCTIONS

Your input is an important part of the Albemarle County School Board's process of selecting its next superintendent. This survey is intended to provide the Board with broad direction regarding the leadership skills, priorities, and areas of focus needed in the district's next leader—someone who can build upon the district's strengths, address its challenges, and thoughtfully balance the need for both change and stability.

In addition to this survey, the superintendent selection process will include opportunities for community engagement through in-person and virtual focus groups. These conversations will allow participants to share more detailed perspectives about the district's strengths and challenges, the opportunities and issues the next superintendent will need to build upon and address, and the leadership attributes most important for the district's future.

The School Board values your perspective and appreciates your willingness to participate in this important process. Please visit the Albemarle County Public Schools website for updated information about the superintendent selection process and additional opportunities to participate.

The survey is being administered by an independent search firm. Individual responses will remain anonymous and confidential and will be shared only in aggregate.

SURVEY CONTENT

State of the District Section
Rates perceived quality on a likert scale of 1-5 in the areas of:

- Vision and Values
- Teaching and Learning
- Community Engagement
- Management

Leadership Profile Section
Preferred qualities and attributes.

RESPONSES ARE DISAGGREGATED BY GROUP AND HIGHLIGHT CONGRUENCE ACROSS STAKEHOLDER GROUPS

Dedicated District Webpage for Communication to Stakeholders

- Timeline for the search
- Opportunities for stakeholders to participate in focus groups/town halls, etc.
- Link to Request a Focus Group
- Survey link
- Links to other feedback instruments
- Leadership Profile

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QUESTIONS?



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