



Seeks a Superintendent of Schools

915 Court Street, Lynchburg, Virginia ** 434-515-5000



About Our District

Lynchburg City Schools began operation on April 5, 1871 and continues to be recognized as a leader in education in Virginia. Lynchburg City Schools offers educational services to more than 8,000 students enrolled in preschool through adult classes in two high schools, three middle schools, and eleven elementary schools. Alternative elementary, middle and high school programs, gifted programs, and programs for students with disabilities are also available.

About Our Area

The 2,122 square mile Lynchburg Region includes the city of Lynchburg; the counties of Amherst, Appomattox, Bedford, and Campbell; and the towns of Altavista, Bedford, Brookneal, Amherst and Appomattox. In the Lynchburg Region, you get the best of both worlds: big-city culture, work and educational opportunities, and small-town charm. We're minutes from the Blue Ridge Mountains and only a few hours from the Atlantic Ocean. It's an easy day trip to Richmond, Washington, D.C., and other large metropolitan areas.

Two major highways, U.S. 29 and 460, traverse the Region, serving as corridors for industrial, commercial, and residential development. Interstate highways bordering the Region provide convenient access to points beyond the Commonwealth. Two daily Amtrak trains link Lynchburg with Boston, New Orleans, and cities in between.

Why We Stand Out

Why Our Professionals Stand Out:

- 230 employees with 20 years of service or more at LCS
- 496 employees with a Master's degree or higher

Why Our Academics Stand Out:

Elementary:

- K-5 classrooms are provided with hands-on science kits.
- One-to-one technology initiative introduces more devices into classroom instruction.
- Small class sizes and instructional assistants in every Kindergarten classroom.

Secondary:

- Our two nationally recognized high schools offer 28 AP courses and numerous core and Career-Tech dual enrollment courses.
- Participation in Early College Scholars & Governors STEM Academy.
- All high school students are issued a laptop as part of the LCS-ONE initiative.

Why Our Facilities Stand Out:

- 21st Century Buildings include:
 - A brand new high school
 - Exceptional athletic facilities
 - A civic auditorium that seats over 2,000



Our Mission

Every Child, By Name and By Need, to Graduation.

Our Vision

A Tradition of Excellence for All.

Deadline to Apply: November 12, 2017

Lynchburg City Schools Seeks a Superintendent Who:

- Possesses excellent people skills, presents a positive image of the District and will listen to input and make a decision when necessary.
- Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community.
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- Is a strong communicator through speaking, listening, and writing.
- Has experience recruiting and maintaining exceptional staff for the District and schools.
- Is able to delegate authority appropriately while maintaining accountability.
- Has previous experience that will benefit the long-term financial health of the District.
- Is strongly committed to a “student first” philosophy in all decisions.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Promotes a positive and professional environment for District employees and the Board.
- Is able to build consensus and commitment among individuals and groups with emphasis on parental involvement.
- Has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, Board and Community.

Check us out at: <http://www.lcsedu.net>



Salary and Benefits

The salary will be in the range of \$190,000 plus an excellent benefit package. The final salary for the successful candidate will be determined based upon proven experience, qualifications, and meeting School Board criteria.

Requirements

The candidate must have or be qualified to obtain Superintendent credentials issued by the Virginia Department of Education. More information about Virginia’s Superintendent accreditation process is available at the Department of Education website at <http://www.doe.virginia.gov>. Questions about certification should be directed to the Virginia Department of Education.

Apply online at:

www.rayassoc.com

Questions should be directed to:

Ray & Associates, Inc.

4403 First Avenue SE, Suite 407

Cedar Rapids, IA 52402

Phone: 319-393-3115 Fax: 319-393-4931

glr@rayassoc.com

Please do not contact the School Board or District directly.

Deadline and Selection

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, which includes board review in a closed session of the School Board. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the names of the top candidates will be presented to the Lynchburg City Schools School Board for its consideration. Selection of candidates for interviews is the sole responsibility of the School Board. Persons wishing to be considered for the position should submit an application file online including:

- A letter of application stating personal qualifications, experiences, and reasons for interest in the position.
- The online application form and a resume.
- 4 current letters of recommendation.

Deadline to Apply: November 12, 2017