



WILLIAMSBURG
JAMES CITY COUNTY
PUBLIC SCHOOLS
EST. 1955

Shape the Future of Education in WJCC Schools

Our Division

Williamsburg-James City County Schools in Williamsburg, Virginia, is a vibrant educational community dedicated to the success of every student. WJCC Schools employs nearly 2,000 staff members and manages a \$180-million operating budget. Located in southeast Virginia, Williamsburg offers convenient access to the mountains and the ocean, with the best of urban, suburban, and rural living within reach.

Our Students

11,379

K-12 Enrollment

363

Pre-K Enrollment

16

Number of Schools

Student Demographics

3,914

Economically Disadvantaged

1,054

English Learners

1,833

Special Education

1,772

Gifted Education

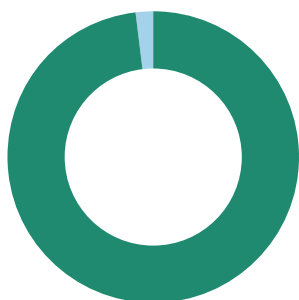
Student Ethnicity



White [52.3%] Black [18.2%] Hispanic [16.8%] Two or more [9.5%] Asian [2.7%] American Indian or Alaska Native [0.2%]

Source: Virginia Department of Education Student Record Collection

2024 Portrait of a Graduate



95.3%
On-Time Graduation

1.7%
Drop-Out Rate

51.7%
Advanced Studies

109
Dual Enrollment

1,821*
Career & Technical
Education Credential

1,238
AP Course Enrollment

*Preliminary data from Virginia Department of Education

elevate^{'28}

BEYOND EXCELLENCE

Elevate '28 is WJCC Schools' realigned and updated strategic plan to bridge the school division from its current state to its ideal state. The plan's key priority centers on academic achievement, college and career readiness, and educational equity.

Our Vision

Pursuing Excellence and Championing the Success of EVERY Student

We believe:

- Every student can learn.
- In equitable opportunities that enable every student to reach their greatest academic potential.
- In a safe and supportive learning environment that addresses the safety and wellbeing of the whole student.
- In a professional, positive, and collaborative employee culture founded on mutual trust, respect, and continuous improvement.
- In transparent communication and engagement with all stakeholders.

Key Priority



Academic Achievement, College and Career Readiness & Educational Equity

Transform teaching and learning to prepare students for success in post-secondary education and careers.

Supporting Priorities



Safety & Security

Ensure a fully integrated approach to safety and security that encompasses both the physical environment and the social/emotional needs of students.



Human Capital & Positive Culture

Recruit and retain the division's exemplary workforce by creating an environment where transparency and trust are the norm.



Communications & Engagement

Cultivate a culture of open and effective communication to inform and engage all stakeholders.



Organizational Efficiency & Effectiveness

Optimize division effectiveness and efficiency by establishing and strengthening processes and systems.

Our Next Superintendent

Key Qualities

- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement and opportunity.
- Has experience recruiting and maintaining exceptional staff for the district and schools.
- Promotes a positive and professional environment that includes mutual trust and respect among faculty, staff, administrators and Board.
- Possesses the leadership skills, knowledge and sensitivity required to respond to the opportunities and challenges presented by a diverse student body and community.
- Is a strong communicator in speaking, listening and writing.
- Is able to delegate and oversee the work of staff (i.e. leading by example) and appropriately maintain accountability.
- Is strongly committed to a “student centered” philosophy in all decisions.
- Provides leadership in the planning, implementation, and assessment of relevant professional development for all staff members.
- Demonstrates a deep understanding of special education that meets the individualized needs of each student.
- Is willing to listen to input, but is a decision maker.
- Has a strong moral compass that is rooted in justice and equality.
- Has classroom experience in a K-12 setting.

Salary and Benefits

The salary will be in the range of \$225,000 to \$250,000 with 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. **Ed.D. or Ph.D. preferred.** **Superintendent must reside within district boundaries.**

Apply online at:

www.rayassoc.com

Questions should be directed to:

Ray & Associates

Phone: 319-393-3115

kathy@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 Board of Williamsburg-James City County Public Schools 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.

**Apply Online no later than
March 2, 2025**