



Fairfax County Public Schools Seeks a Superintendent of Schools

About Fairfax County Public Schools (FCPS) <https://www.fcps.edu>

FCPS is one of the largest school divisions in the U.S., with 198 schools and centers. It serves a diverse student population of more than 178,000 students in grades prekindergarten through 12, speaking over 200 languages.

Demographically, 36.8 percent of FCPS students are White, 27.1 percent are Hispanic, 19.8 percent are Asian, 10 percent are Black, 5.9 percent are two or more races, 0.3 are Native American, and 0.1 percent are Native Hawaiian.

Nearly 94.6 percent of FCPS high school students graduate on time in four years; and more than 92 percent plan to pursue post-secondary education.

FCPS students can take Advanced Placement (AP) or International Baccalaureate (IB) classes in high school. Additionally, the division offers the IB middle years program and the IB primary years program in select schools.

Two hundred fourteen FCPS students from 16 high schools have been named semifinalists by the National Merit Scholarship Corporation for 2021.

FCPS has a wide variety of career and technical programs as well as certification options.

FCPS students are involved in a wide range of activities including athletics, academic competitions, entrepreneurship, and leadership.



Over 27 percent of the FCPS student population is Economically Disadvantaged. Nearly 15 percent are reported as Students with Disabilities, and more than 26 percent of students are English Learners.

The Fairfax County School Board has 12 members who are elected to four-year terms; one member represents each of the County's nine districts, and three members serve at-large. A student representative is selected for a one-year term by the Student Advisory Council.

The FY 2022 Approved Budget of \$3.4 billion is primarily funded by Fairfax County (64.3 percent) with contributions from Virginia (23.1 percent), federal government (9.4 percent), and other sources (.7 percent). More than 86 percent of the budget goes toward instruction. The average cost per student is \$16,505.

FCPS is one of the largest employers in Virginia, with 24,839.2 full-time employees, of whom 92.9 percent are school based.

FCPS region offices report to the deputy superintendent. Each region office is headed by an assistant superintendent who is aided by two executive principals. The region offices oversee collaboration among schools, instruction, student achievement, school improvement planning, principal selection and evaluation, and communications.

The FCPS bus fleet is one of the largest in the U.S., transporting more than 141,000 students on over 1,600 buses each day. Electric buses are being added to the fleet.

FCPS has more than 27 million square feet of school buildings and office space, including 173 Energy Star certified buildings (more than any other school system in the country). Solar power is also being added to FCPS buildings.



Fairfax County Public Schools seeks a superintendent who

- Promotes a “student-first” philosophy.
- Is a decisive leader who can make difficult decisions even when options are not optimal.
- Develops and leads strategic planning with a big-picture lens, while managing Division resources.
- Supports consistency in quality of program offerings, advanced academic offerings, and enrichment of instruction across the county.
- Understands the academic needs of all students as it relates to closing the achievement/opportunity gap.
- Has experience in providing quality programs for students in Special Education.
- Is an effective communicator, creating strong school and community relations.
- Ensures accountability for all as well as responsibility for their actions.
- Is a trusted, honest leader who values ethics and integrity by practicing moral authority.
- Has proven project management skills.
- Shows transparency by sharing the organization’s goals and challenges to promote staff engagement.
- Empowers others by promoting team strengths.
- Manages complex circumstances through problem solving/decision-making.
- Knows stakeholders’ interests through listening and learning continuously.



Salary and Benefits

The base salary will be in the range of \$350,000 plus a comprehensive benefit package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications, and meeting Board criteria.

Requirements

Doctorate or commensurate degree required. Candidates must be able to obtain Virginia superintendent certification. www.doe.virginia.gov

Application Process

Please send all application materials and inquiries to info@GRRecruiting.com.

Phone number: 888.319.7949

Candidates should not contact the Fairfax County School Board.

Deadline and Selection

Materials submitted will remain confidential as allowed by law. Application must include

- A letter of interest
- Online application form grrecruiting.com/job-openings
- Resume or Vitae
- 3 letters of reference

Application Deadline is March 4, 2022.

