

## QUALIFICATIONS AND DUTIES FOR THE SUPERINTENDENT

### QUALIFICATIONS

The superintendent meets or exceeds the requirements set by the Board of Education.

The superintendent annually participates in high-quality professional development activities at the local, state, or national levels, on topics including the Standards of Quality, Board of Education regulations, and the Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers, Principals, and Superintendents.

### MAJOR DUTIES

As chief executive officer of the Essex County School Board, the superintendent

- attends Essex County School Board meetings,
- implements Essex County School Board policies and ensures that they are posted on the Essex County Public Schools Division's website,
- reports to the Essex County School Board about the status of programs, personnel and operations of the Essex County Public Schools division,
- recommends actions to the Essex County School Board,
- facilitates communication between the Essex County School Board and school personnel,
- assists the chairman in developing agenda of meetings of the Essex County School Board, and
- develops regulations as directed by the Essex County School Board.

As the educational leader of the Essex County Public Schools division, the superintendent

- supervises the principals and assistant superintendents,
- oversees planning and evaluation of curriculum and instruction,
- develops for approval by the Essex County School Board procedures for adopting textbooks and other instructional materials,
- visits schools on a regular basis, and
- maintains a current knowledge of developments in curriculum and instruction.

The superintendent enforces school laws and regulations, including by

- observing directions and regulations prescribed by the Superintendent of Public Instruction or Board of Education,
- reporting information to the Superintendent of Public Instruction as required,
- promptly distributing all reports, forms, laws and regulations received from the Superintendent of Public Instruction,
- enforcing school laws, regulations and decisions of the Superintendent of Public Instruction and of the Board of Education, and

- developing and maintaining procedures, guidelines and regulations to implement school board policy. If board action is required by law or the Essex County School Board has specifically asked that certain types of regulations be given prior board approval, these procedures, regulations and guidelines are presented to the school board for approval and, when approved, placed in the Essex County School Board policy manual. The administrative procedures, guidelines and regulations are communicated to the staff and made available for their information.

The superintendent oversees staff personnel management, including by

- organizing recruitment of personnel,
- reassigning personnel in accordance with school board policy,
- administering personnel policies and programs,
- upon request of the Essex County School Board, surveying the Essex County Public Schools division at least annually to identify critical shortages of teachers and administrative personnel by subject matter, specialized student support positions, and school bus drivers and reporting such critical shortages to the Essex County School Board, the Superintendent of Public Instruction, and the Virginia Retirement System;
- supervising evaluation of personnel,
- providing for maintenance of up-to-date job descriptions for all personnel, and
- annually designating a division employee as the division safety official whose duty it is to receive reports pursuant to subsection A of Va. Code §§ 19.2-83.1, 19.2-291.1, and 19.2-299.3 and including such designation in the collated packet of school safety audits submitted to the Virginia Center for School and Campus Safety. The designation includes updated contact information for the division safety official, including (i) a current mailing address, (ii) a current working daytime phone number, (iii) a current functional email address, and (iv) a current functional fax number. The superintendent updates this contact information within 48 hours of any change to such information.

Specialized student support positions include school social workers, school psychologists, school nurses, licensed behavior analysts, licensed assistant behavior analysts, and other licensed health and behavioral positions, which may either be employed by the Essex County School Board or provided through contracted services.

The superintendent oversees facility management, including by

- preparing long- and short-range plans for facilities and sites,
- providing for the maintenance of school property and safety of personnel and property,
- inspecting, or providing for the inspection of, school property on a regular basis,
- overseeing the utilization of school property,
- monitoring any construction, renovation and demolition of school facilities,

- representing the Essex County Public Schools division before local or state agencies which control building requirements or provide financing for buildings, and
- closing public school buildings which appear to be unfit for occupancy.

The superintendent oversees financial management by

- preparing the budget for Essex County School Board approval,
- ensuring that expenditures are within the limits approved by the school board,
- reporting to the Essex County School Board on the financial condition of the Essex County Public Schools Division,
- establishing procedures for procurement of equipment and supplies, and
- ensuring that an accurate record of all receipts and disbursements of school funds is kept.

The superintendent directs community relations activities, including by

- articulating educational programs and needs to the community,
- responding to concerns expressed in the community,
- maintaining contact with the news media,
- participating in community affairs, and
- involving the community in planning and problem solving for the Essex County Public Schools division.

The superintendent oversees pupil personnel services by

- monitoring pupil personnel services,
- providing for an adequate pupil record system,
- implementing policies and programs relating to behavior and discipline of pupils,
- maintaining programs for the health and safety of pupils, and
- facilitating communication between the Essex County Public Schools division and community agencies.

Adopted: May 13, 2019

Revised: July 10, 2023

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Legal Ref.: Constitution of Virginia, article VIII, § 5.

Code of Virginia, 1950, as amended, §§ 22.1-58, 22.1-59, 22.1-68, 22.1-69, 22.1-70.3, 22.1-79, 22.1-136; 22.1-253.13:2, 22.1-253.13:5, 22.1-253.13:7.

8 VAC 20-23-50.

8 VAC 20-23-630.

8 VAC 20-390-10.

8 VAC 20-390-40.  
8 VAC 20-390-50.  
8 VAC 20-390-60.  
8 VAC 20-390-70.  
8 VAC 20-390-80.  
8 VAC 20-390-90.  
8 VAC 20-390-100.  
8 VAC 20-390-110.

Cross Refs.:	BBA	School Board Powers and Duties
	EB	School Crisis, Emergency Management, and Medical Emergency Response Plan