

Montgomery County Public Schools Leadership Profile

Montgomery County Public Schools (MCPS) is a diverse, high-performing Virginia school division that serves a community known for its commitment to excellence, innovation, and collaboration. The next superintendent will lead a district that values academic rigor, student well-being, and community partnership, while maintaining a strong tradition of service and public trust.

This profile reflects the collective voice of parents, students, educators, administrators, and community members who participated in the division's recent engagement process. Their insights form a shared vision for the kind of leader who will guide MCPS into its next chapter of growth and success.

The MCPS School Board, Employees and Community Seeks a Leader Who:

- Leads with honesty, transparency, and a steadfast commitment to doing what is best for students.
- Inspires confidence through strategic vision, innovation, and sound instructional leadership that elevates learning for all.
- Builds meaningful relationships across the school system and broader community through collaboration, empathy, and visibility.
- Communicates clearly, consistently, and authentically, ensuring that every voice is valued and heard.
- Demonstrates deep and enduring dedication to students, staff, and the Montgomery County community — a leader who intends to invest in the district for the long term.

The School Board seeks candidates who can demonstrate a combination of the qualities listed below.

1. Visionary & Student-Centered Instructional Leader

- Champions instructional excellence that prepares every student for success in college, career, and life. Promotes multiple learning pathways including Advanced Placement, Dual Enrollment, Career & Technical Education, Special Education, and English Language Learners programs.
- Understands the complexities of K–12 teaching and learning, ensuring curriculum and assessment practices reflect both rigor and relevance.
- Prioritizes student wellness, mental health, equitable opportunities and achievement, and social-emotional growth as integral to academic achievement.

- Supports innovative practices that blend technology, creativity, and community partnerships to enhance opportunities for all learners.

2. Strategic & Collaborative Division Leader

- Leads with vision and discipline, developing and implementing strategic plans that align instruction, operations, and resources with the division's mission.
- Demonstrates strong financial and operational management skills, including experience in strategic and long-term capital planning, ensuring equitable allocation of resources and responsible stewardship of public funds across this socially and economically diverse county.
- Builds leadership capacity by empowering principals, administrators, and staff to lead with confidence and accountability.
- Strengthens collaboration with the School Board, local government, higher education, and community partners — including Virginia Tech, Radford University, New River Community College, and local business and civic organizations — to expand opportunities for students and strengthen community engagement.

3. Transparent & Effective Communicator

- Builds trust through openness, accessibility, and a visible presence in schools and the broader community, ensuring communication that is clear, consistent, and transparent.
- Listens actively to staff, students, families, and community partners, fostering two-way dialogue and ensuring that diverse perspectives inform district decisions.
- Communicates effectively with the School Board and all stakeholders, maintaining professionalism, mutual respect, and shared understanding around the division's goals and priorities.
- Serves as an articulate, empathetic, and credible public voice for MCPS — one who advocates for students, celebrates staff, and strengthens confidence in public education.

4. Community-Rooted Servant Leader

- Demonstrates a genuine commitment to Montgomery County — its people, schools, and future — and intends to serve with purpose and longevity.
- Respects the distinct identities of the county’s multicultural and socially and economically diverse schools and communities while promoting collaboration and unity across them.
- Is visible, approachable, and present — engaging regularly with students, families, and community partners to strengthen trust and partnership.
- Embraces the district’s civic and cultural partnerships, fostering relationships with local organizations, higher education institutions, and faith-based and business communities to expand student opportunities.

5. Ethical & Compassionate Steward of People and Resources

- Models integrity, fairness, and courage in all decisions, earning the trust and respect of students, staff, and the community, with the desire to be a unifying force in this historically diverse county.
- Places students at the center of every decision, ensuring equitable opportunities and safe, supportive learning environments.
- Values and empowers teachers and staff, fostering a positive professional culture that recognizes and rewards excellence.
- Serves as a responsible steward of the division’s financial, human, and community resources, leading with transparency, accountability, and compassion.

Montgomery County Public Schools seeks a superintendent who will lead with vision, empathy, and integrity — a servant leader who will champion every student’s potential and unite the community around a shared commitment to excellence