



**COMMONWEALTH of VIRGINIA
Department of Education**

November 20, 2015

TO: Division Superintendents

FROM: Steven R. Staples, Superintendent of Public Instruction

SUBJECT: Aspiring Superintendents Program

The turnover of over half of the superintendent positions in Virginia in the past three years is a major impetus to increase our efforts to prepare potential candidates already working in Virginia's school divisions. The Aspiring Superintendents Program (ASP) has been an excellent strategy to prepare and place Virginia educators in these vacancies. I would like to encourage you to recommend outstanding candidates from your school division for the Virginia Association of School Superintendents (VASS) and Virginia Tech Aspiring Superintendents Program that will provide intensive training for those seeking superintendent positions. The program is offered for course credit through Virginia Tech.

The Aspiring Superintendents Program will be held at The Hotel Roanoke and Conference Center. The dates of the training sessions are January 21-22, 2016; March 31-April 1, 2016; and May 1-3, 2016. Tuition, fees, lodging, meals, and parking are included in the \$4,350 cost of the program. Also included is the registration fee for the three-day VASS Annual Conference, May 1-3. For additional information, please review the attachment and the flier at the following Web site: <http://www.cota.vt.edu/sli/asp/index.html>.

There are four \$1,000 scholarships available courtesy of VASS Senior Partner Horace Mann. Information about the application for these scholarships and selection process will be forthcoming from VASS next week.

The ASP is conducted by two successful former Virginia superintendents, E. Wayne Harris and N. Wayne Tripp, who understand the path to become a superintendent. The program is supported by Sharon Richardson, Associate at Virginia Tech Center for Organizational and Technological Advancement. During the program, experienced presenters cover a variety of topics that are critical to the success of all superintendents, and participants are actively engaged in discussions at least 40 percent of the time.

It is in the best interest of the Commonwealth's public schools for you to encourage the application of individuals who you think would make excellent educational leaders in our school divisions. The ASP is for educators who are interested in becoming a division superintendent within the next six months as well as for those who are thinking about starting a career path to become a superintendent.

The individual(s) you recommend should be of high caliber in terms of the basic skills required to become a superintendent (e.g. decision-making skills, communication skills, organizational skills, interpersonal skills, etc.). We are interested in those with demonstrated leadership qualities – individuals whom you would be happy to have as your colleagues.

To recommend a candidate, please send them a copy of this memorandum and tell them that if they are interested, they should complete the registration form online at <http://www.cota.vt.edu/sli/>. Thank you for

helping us to cultivate our future school division leaders from Virginia.

SRS/dr

Attachment:

A. [ASP Information](#) (PDF)