



Name: J. Douglas “Doug” Straley II

Current School District and Location: Louisa County Public Schools

INTRODUCTION

J. Douglas “Doug” Straley is the proud Superintendent of Louisa County Public Schools in central Virginia and is now in his 10th year in the leadership role. A lifelong native of Louisa County, Mr. Straley has served in a multitude of roles for his hometown school division, including as a teacher, high school principal, athletics director, assistant superintendent, and now superintendent. In total, Mr. Straley has dedicated more than 30 years of service to Louisa County Public Schools.

As superintendent, Mr. Straley has worked to create a positive, team-centered culture throughout Louisa County Public Schools and the entire Louisa County community. In April 2024, Mr. Straley was named the Virginia State Superintendent of the Year by the Virginia Association of School Superintendents. He also received the Region V Superintendent of the Year Award in 2020 and 2024, as well as the nation's Most Spirited Superintendent Award in 2018 from the nationally recognized company Varsity Brands. Also in 2024, Mr. Straley was named to the “Top 5 Superintendents to Watch List” by nationally renowned publication, K-12 Dive. In June of 2025, Mr. Straley was honored to be named to the Top 100 Education Influencers across the Nation.

Mr. Straley serves in additional leadership roles throughout Louisa County and the Commonwealth. In July 2023, Mr. Straley was appointed to the State Council of Higher Education for Virginia, and in 2024 to the Education Commission of the States as well as the state's Apprenticeship Council.

Under Mr. Straley's leadership, LCPS has developed a mission of challenging every student to reach his or her maximum potential. This mission is fulfilled through a steadfast dedication to the Virginia Department of Education's 5 Cs and innovative approaches to teaching, learning, and operations as a whole. During Mr. Straley's tenure as Superintendent, the school division has developed one of the most comprehensive and state-of-the-art Career & Technical Education programs in the country, with a priority of hands-on learning and workforce development. In recognition of the school division's efforts, LCPS received the 2025 Creating Excellence Award from the Virginia Department of Education and the 2025 Showcasing Innovation Award from the Virginia School Boards Association.

Mr. Straley lives in Louisa with his wife, Kate, who is a teacher. Together, they have six children, all of whom are currently attending or have graduated from Louisa County Public Schools.

Mr. Straley earned his B.S. in Education from Virginia Polytechnic Institute and State University and his M.A. in K-12 Educational Leadership from Regent University.

Education:

Regent University (1998-2000)

- Masters in K-12 Educational Leadership

Virginia Polytechnic Institute and State University (1990-1994)

- Bachelor of Science, Education

Experience (Administrative experience and biography):

Division Superintendent, Louisa County Public Schools (2016-present)

- Proud Superintendent of a forward-thinking school division with 6 schools, 935 staff members, and 5,228 students

Adjunct Professor, Longwood University (2020-present)

- Working with rising educators to earn a PK-12 Educational Leadership Endorsement

Assistant Superintendent of Administration, Louisa County Public Schools (2011-2016)

- Managed operations of school division, including day-to-day logistics, discipline, policy, and human resources/recruitment

Principal, Louisa County High School (2008-2011)

- Central leader of instruction, staff, and programs (activities/events)
- Focused on creating a positive climate and increased student achievement for all while closing the achievement gap

Athletics Director, Louisa County High School (2004-2008)

- Directed all aspects of the program, including resources, staff, and finances
- Strong focus on community engagement and student participation

Assistant Principal, Louisa County High School (2002-2004)

- Assisted in total school operations, with a focus on instruction, staff, testing, and discipline

Assistant Principal, Thomas Jefferson Elementary School (2000-2002)

- Assisted in total school operations

Teacher, Louisa County Middle School (1994-2000)

- Health/physical education, English, social studies, special education

Outstanding Achievement(s)/Awards:

- **Top 100 Leaders in K-12 Education** (*District Administration* | 2025)
- **Creating Excellence Award** (*Virginia Department of Education* | 2025)
- **Showcasing Innovation Award** (*Virginia School Boards Association* | 2025)
- **Creating Excellence Award** (*Virginia Department of Education* | 2025)
- **Heart of Gold Award** (*American Heart Association* | 2024)
- **Leader of Distinction** (*District Administration Leadership Institute* | 2024)
- **Virginia Superintendent of the Year** (*Virginia Association of School Superintendents* | 2024)
- **Region V Superintendent of the Year** (*Virginia Association of School Superintendents* | 2024)
- **Top 5 Superintendents in the Nation to Watch** (*K-12 Dive* | 2024)
- **Virginia Governor's Volunteerism & Community Service Awards** (*Office of the Governor* | 2023)

- **Positive Leadership & Commitment to Excellence Award** (*Louisa County NAACP | 2023 & 2010*)
- **Best School Divisions in America Award** (*Niche.com | 2023*)
- **Creating Excellence Award** (*Virginia Department of Education | 2023*)
- **Innovative Practice Award** (*Virginia Department of Education | 2023*)
- **Exemplary Literacy Award for Louisa County Middle School** (*Virginia State Literacy Program | 2023*)
- **Commitment to Community Award** (*Louisa County Sheriff's Office | 2022*)
- **Digital Equity Award** (*Consortium for School Networking | 2022*)
- **The Paul Harris Fellowship Award** (*Louisa County Rotary Club | 2022*)
- **Excellence in Workforce Readiness Award** (*Virginia School Boards Association | 2021*)
- **Region V Superintendent of the Year** (*VASS | 2020*)
- **Most Spirited Superintendent in the Nation** (*Varsity Brands | 2018*)

AN INTERVIEW

Tell us about how you see today's superintendent.

I believe the role of a Superintendent is to serve as both a leader and a steward for the entire community — someone who sets the tone, builds trust, and works every day to leave things better than they were the day before. For me, that starts with a commitment to positivity, growth, and continuous improvement. I cannot emphasize this enough: ***I truly love what I do, and I am proud of the privilege I have to serve Louisa County Public Schools each day.*** At my core, I see myself as a servant leader — someone who supports others, listens, and works alongside students, staff, and families to create the best possible environment for success.

At the heart of that responsibility is a simple but powerful goal: ensuring that every student in my hometown school division has access to every opportunity possible. As Superintendent, it is my job to remove barriers, open doors, and create pathways so students can reach their full potential. I want our schools to be a shining light for the community — something that brings people together and instills a deep sense of pride. When our schools thrive, our community thrives, and I believe it is the Superintendent's responsibility to help make that vision a reality.

What new understandings did you acquire after two or three years on the job?

I'm in my tenth year in the role as Superintendent, and one of the most important realizations I had during the earliest part of my tenure was understanding that my primary responsibility as a leader is to shape and sustain the culture of Louisa County Public Schools. Not just any culture — but one that energizes and encourages people, fosters meaningful relationships and strong teamwork, empowers growth, and creates the conditions for individuals to do their very best work. I've come to understand that culture is not A thing; it is THE thing. It drives expectations and beliefs, which in turn shape behaviors. Those behaviors become habits, and over time, those habits define the future. In Louisa County Public Schools, this has meant intentionally building a culture rooted in TEAM, respect, unity, and positivity — with a clear, shared commitment that every student reaches their maximum potential.

This understanding led me to develop and consistently reinforce our Non-Negotiables: support, high expectations, accountability, consistency, positivity, and grit. These are not just words, but the foundation of how we operate every day. By anchoring our decisions, communication, and actions in these principles, we have built a unified “TeamLCPS” mindset that brings together students, staff, families, and the broader community. When culture is strong and aligned, it naturally drives the work forward — fueling collaboration, innovation, and a shared sense of purpose.

The impact of this culture-first approach has been both measurable and meaningful. During my tenure, Louisa County Public Schools has earned statewide recognition, including the Virginia School Boards Association’s [Showcasing Innovation Award](#) and the Virginia Department of Education’s [Creating Excellence Award](#). We have also risen from 58th to 7th in Virginia in achievement rankings. Equally important, however, is the intangible result: a united community committed to going the “extra degree” and embracing a “Lead the Way” mentality. This experience has reinforced a powerful lesson for me — when you invest in building a great culture, it drives everything else needed to achieve lasting success.

Share an idea to use or something you’ve learned with your colleagues.

People are your most valuable resource. I am blessed to be surrounded by educators and leaders who have fully embraced our #TeamLCPS mindset. When making big decisions, always consider the impact it will have on your people. Also remember that everyone appreciates being told they are valued. Find meaningful ways to celebrate your team, whether through a formal program like our [#TeamLCPS Awards](#) or something uniquely your own.

Set your core values — and reinforce them consistently. At Louisa County Public Schools, our six Non-Negotiables — support, high expectations, accountability, consistency, positivity, and grit — guide everything we do. They are not just words on paper; they are lived out daily. When you keep your standards at the forefront and revisit them often, they become embedded in your culture.

Never underestimate the power of relationships. Leadership is not about authority — it’s about connection. The most effective leaders don’t force or direct; they build trust, foster collaboration, and work alongside others. When leaders are open, transparent, and trustworthy, they create an environment where people feel valued and motivated. That’s when a true team forms — one that can come together to serve students and build a school division that rivals the very best.

Submitted by:



Name/Signature

4/30/26

Date