



August 15, 2025

Dear NPS Team,

As we wrap up a productive and inspiring Teacher In-Service Week, I want to extend my heartfelt thanks to each of you for your energy, dedication, and commitment to our scholars and their families. Not only am I grateful for your work this week, but also for the time, creativity, and dedication you have invested throughout the summer as you planned for an exciting start to the new year. Your preparation, whether in classrooms, offices, or behind the scenes, sets the tone for a year of success and achievement.

To our colleagues who are new to Norfolk Public Schools: welcome to the NPS family! We are thrilled to have you join our mission of empowering every scholar to achieve at the highest level. To those returning, thank you for your continued devotion to our students and for bringing your experience, insight, and passion back for another year of excellence.

It is a personal honor to serve as your Interim Superintendent. My journey with NPS began in 1995 as a math teacher at Lake Taylor High School, and over the years, I have been privileged to work alongside incredible educators and staff who have shaped my commitment to our students and community. To now lead this district that gave me my professional start is both humbling and deeply meaningful.

Our theme for this year, Vision to Victory, is more than a slogan. It is a commitment to transforming our shared goals into measurable success for every scholar in every school. This vision will guide our daily work, our collaborations, and our decision-making. I am especially looking forward to the innovation and thoughtful use of AI to assist us in our work, ensuring every student achieves at higher levels.

Thank you for everything you've done to prepare for the year ahead. I am confident that, together, we will make 2025–2026 a year defined by achievement, growth, and opportunity for all.

Let's turn our **Vision to Victory** together.

With appreciation,

James Pohl, Ph.D.
Interim Superintendent
Norfolk Public Schools