



CAROLINA DAY SCHOOL

Position Description for the

Head of School

The Asheville Community

Asheville offers a wonderful combination of an easy lifestyle amid the cultural and intellectual pursuits of a much larger city. Downtown Asheville is a bustling center of high-tech, the arts, and upscale retail businesses.

Situated in the French Broad River Valley between the Blue Ridge and Great Smoky Mountains, the railroad transformed Asheville and Buncombe County in 1880 from a quiet outpost surrounded by mountains and rivers to a resort and therapeutic health center. Asheville became a popular place for visitors searching for a mountain escape, its population climbing to nearly 30,000 seasonal residents in 1890. Asheville survived the Civil War relatively unscathed. The spectacular Biltmore Estate, established in 1897 by George Vanderbilt, is one of the area's better known attractions. The city experienced a building boom in the 1920's, and the buildings of downtown remain one of the most impressive collections of Art Deco architecture in the United States.

Today, Asheville is a modern city of 69,000 residents with approximately 386,000 in the greater metropolitan area. It is the largest city in Western North Carolina. With the surrounding towns in Buncombe County, Asheville offers both small town flair and varied amenities. This includes outstanding restaurants, art galleries and antique shops, a symphony orchestra, several theatres including the State Theatre of North Carolina, and a minor-league baseball team. Located on the scenic Blue Ridge Parkway, Asheville's mountainous terrain provides numerous outdoor recreational opportunities including hiking, biking and kayaking. The four-season temperate climate with average snowfall of only 13 inches makes year-round living easy. Two universities and nearby colleges combine with extraordinary arts offerings, excellent health care, a low crime rate, and economic vitality to make the city one of America's great places to live.

CDS FACTS

Asheville, North Carolina

Founded: 1987

Merger of Asheville Country Day School (1936) and St. Genevieve/Gibbons Hall (1908)

Campus: 60 acres

Number of students: 658

Lower School (grades Pre-K-5): 253

Middle School (grades 6-8): 152

Upper School (grades 9-12): 175

Key School (Full Time) 78

Full Time Employees: 130.5

Total Faculty 93

Number with Masters: 60%

Tuition: \$9,485-\$17,360

PK (Full)-Grade 12

Budget: \$12.1 million

Endowment: \$2.6 million

Accreditations:

Southern Association of Colleges & Schools

Southern Association of Independent Schools

Memberships:

Educational Records Bureau

International Multi-Sensory Structured

Language Education Council

National Association of Independent Schools

North Carolina Association of Independent Schools

North Carolina Schools Athletic Association

Secondary School Admission Test Board

Southern Association of Independent Schools

www.cdschool.org



Downtown Asheville



**Middle School students
enjoying a break on a fall day**

The School Community

Carolina Day School (CDS) is a co-educational, independent, non-sectarian, college preparatory school serving grades pre-kindergarten through twelve. The school was formed in 1987 as a merger between St. Genevieve/Gibbons Hall School (1908) and Asheville Country Day School (1936).

Carolina Day seeks students of the highest caliber, academically and personally, and strives to attract students of different religions, races, nationalities, and economic backgrounds. In keeping with its mission, the school offers students the opportunity to “educate the mind, the heart, the body, and the human spirit” through participation in a range of academic, athletic, and co-curricular pursuits. The school encourages its students to engage in community service through a variety of clubs and programs.

CDS has grown steadily and has a capacity of around 700 students. Approximately seventy-five students receive grants in financial aid. The school campus consists of 10 buildings located on a 27.5-acre campus bordering the Blue Ridge Parkway. An athletic complex on 32.5 acres is two miles away. A long-range campus master-plan has been developed, and a capital campaign has raised \$10.6 million thus far to implement phased additions and improvements to academic, athletic and arts facilities.



The Lower, Middle, and Upper Schools have an overall student-to-teacher ratio of 10:1 with class sizes of 12 in the Pre-K, 18 or less in grades K-8, and 20 or less in grades 9-12. Pre-K and kindergarten teachers have full-time assistants, while grades 1-3 have part-time assistants. The Upper School has 20 full-time faculty and staff supporting its academic and extracurricular programs. Approximately 60% of the school’s faculty members hold advanced degrees. Small class sizes and the caliber of the faculty are two of the school’s greatest strengths.

Although the school provides a strong, traditional college preparatory program, it has also been an innovator in providing several unique educational offerings. In the fall of 2004, the Middle School began a single-gender educational program in its sixth grade core classes. The program’s success resulted in its being extended to the seventh grade in the 2005-2006 school year. The Principal of the Middle School, Ms. Peggy Daniels, has co-authored a book on the subject of single gender education.

The Key School

Another major initiative began in 1997 when the fourth division of Carolina Day School, the Key School, was established. The mission of the Key School is to provide students who have language-based learning differences the educational opportunity to overcome their challenges and to achieve their maximum potential in school and life. The Key School, which serves students in grades 1 through 8, uses the Orton-Gillingham method, a highly individualized and cognitive approach centered in multi-sensory language instruction.



**Above: Seniors ringing the school bell as a
traditional part of commencement
Left: Front entrance of the Upper School**



Kindergarten students in their Monarch Butterfly costumes for a performance

Accreditation and Membership

CDS is dually accredited by the Southern Association of Colleges and Schools (SACS) and the Southern Association of Independent Schools (SAIS).

It holds membership in several educational associations including the National Association of Independent Schools (NAIS), Southern Association of Independent Schools (SAIS), Educational Records Bureau (ERB), Secondary School Admission Test Board (SSATB), the North Carolina Association of Independent Schools (NCAIS), International Multi-Sensory Structured Language Education Council (IMSLEC), and the North Carolina Independent Schools Athletic Association (NCISAA).

Carolina Day School Mission

Working in partnership with parents, Carolina Day School challenges young people to pursue their quest for personal excellence by engaging them in a rigorous, college preparatory program and offering them opportunities to educate the mind, the heart, the body, and the human spirit.

Leadership and Governance

The search for Carolina Day School's next Head of School is occasioned by Dr. Beverly Sgro's retirement after 11 years of service.

Before coming to CDS in 1999, Dr. Sgro served as Interim Head of School at Collegiate School in Richmond, Secretary of Education for the Commonwealth of Virginia from 1994 to 1998, and Dean of Students at Virginia Tech. She currently serves as President of the North Carolina Association of Independent Schools.

The School is governed by the 19 members of the Board of Trustees. The Board meets monthly during the school year with a standard configuration of committees reporting to the Board on areas of finance, development, trustees, strategic planning, and capital campaign. The Board is guided by the National Association of Independent Schools (NAIS) Principles of Good Practice for governing boards.



Students in the Key School gather in the hallway before class

The Position

The next Head of School will be expected to:

- Be a visionary leader who can build on the school's progress of the last decade.
- Continue to build the enrollment and financial strength of the school.
- Be visible on campus and at school events.
- Be a person who can see the larger picture, but who enjoys the daily life of school.
- Be experienced in building a budget and overseeing its management.
- Have substantive experience in fundraising.
- Be a person of high moral and professional standards.
- Be approachable and accessible to members of the school community.
- Be an experienced independent school professional who can secure the position of CDS within the competitive Asheville school environment.
- Be an individual whose credentials and demeanor are appropriate for leading a school with high performance expectations.
- Be a person of high energy who has or who can develop a commitment to the eclectic community of Asheville.
- Be a person who can partner well with the constituencies of the school including faculty, alumni, students, and parents.
- Be a person with a sense of humor and a love of children and adolescents.

Application

The appointment for Carolina Day School's next head is for the 2010-2011 school year. A first review of candidates will be on July 1, 2009. Interested candidates should submit a cover letter, resume, a list of five (5) references, and a brief description of leadership style and educational philosophy to:

Carolina Day School
Search for Head of School
Attention: George E. Conway
The Education Group

5952 Royal Lane, Suite 161 • Dallas, TX 75230

800-369-9102 • FAX 214-369-4979

services@educationgroup.com



CDS supports the NAIS Anti-Discrimination Policy. The National Association of Independent Schools (NAIS) has an institutional commitment to the principles of diversity. In that spirit, CDS does not discriminate in violation of the law on the basis of race, religion, creed, color, sexual orientation, age, physical challenge, nation of origin, gender, or any other characteristic.