The Opportunity

Southern Teachers is assisting Fayetteville Academy in the search for its next Head of School. Located in Fayetteville, NC, Fayetteville Academy is an independent, college preparatory school serving 393 students in prekindergarten through grade 12.

Fayetteville Academy emphasizes scholarship, honor, leadership, and citizenship, in a safe and inclusive learning environment.

The next Head of School will inherit an institution that honors its fifty-year history by emphasizing the same core values that have always been at the heart of Fayetteville Academy’s shared experience: scholarship, honor, leadership, and citizenship. At the same time, the Head of School will help teachers, administrators, and students look to the future by encouraging creativity, vision, and a 21st-century perspective that ranges from local to global thinking.

Fayetteville Academy is the only independent, non-sectarian, Pre-K-12th grade school in Cumberland County. Small class sizes, a safe and caring atmosphere, and numerous extracurricular activities ensure that each child at the Academy receives a unique educational experience. Fayetteville Academy emphasizes seven areas of core competency: core knowledge, character, collaboration, communication, creativity, critical thinking, and cultural and global awareness. Together, these seven competencies aim to prepare learners for success in college, the workplace, and life.

Fayetteville is a thriving city in southeastern North Carolina’s Sandhills region. Raleigh, the state’s capital, is located approximately 65 miles north of Fayetteville, and Charlotte, a commercial hub, is about 125 miles to the west of the city. Known throughout its history for its military presence, Fayetteville’s residents have taken great care to preserve this history in four designated historic districts across the city. In the last two decades, Fayetteville has seen unprecedented development and changes. Multimillion-dollar real estate developments have revitalized the downtown area and brought in a plethora of new shops, local breweries, museums, and restaurants. The city now holds a population of over 210,000 people.

Fayetteville Academy is an independent, college preparatory school that serves approximately 400 students in prekindergarten through grade 12.

To Apply

Please complete the online Application to become a Southern Teachers Candidate and submit a cover letter explaining your interest in and qualifications for this position.
Performance Objectives

Build Trusting School and Community Relationships
A highly regarded leader demonstrates honesty and commitment to follow through, and the new Head of School will be committed to building trust from day one. The Head will be decisive and remain consistent in all interactions with faculty, staff, parents and students. The Head will create an administrative structure that supports its leaders across all three divisions, which includes clear roles, authority, and reporting structures. As the official representative of Fayetteville Academy, the new Head will maintain high visibility and active involvement, meeting constituents and attending events in the immediate school and larger Fayetteville communities. In particular, the Head will develop key relationships with prominent school groups, including alumni, Arts and Entertainment Club, Eagle Club, and Fayetteville Academy Parents Association (FAPA). Through collegial leadership, the Head of School will build a strong, mission-centered school culture.

Increase Enrollment
During the first year, the new Head of School will become familiar with competing area schools and be able to articulate the benefits of a Fayetteville Academy education to prospective and current families. The Head will partner with division heads, admissions, and marketing staff to devise strategies to retain current students and attract new students.

Review and Revise Strategic Plan
Fayetteville Academy emphasizes scholarship, honor, and leadership and is committed to offering exceptional opportunities in academics, arts, and athletics. As a visionary leader and community builder, the new Head of School will prioritize Fayetteville Academy’s strategic plan with these tenets in mind. Over the last eighteen months, the Board of Trustees has solicited faculty and parent input to create a strategic plan that has both long-term and short-term goals. The new Head of School will work in conjunction with the Board to implement these goals and continually ensure that they are aligned across all three divisions of Upper, Middle, and Lower School. The strategic plan will be a living document, serving as a roadmap with clear initiatives and attainable, short-term goals that will be accomplished over the next three years. The new Head will also help formulate the school’s long-term goals over the next decade.

Invest in Facilities
In 2021, the school earned several accolades in the Fayetteville, NC area, namely, ranking #1 as Best Private K-12 School, Best College-Prep Private High School, and Best High School for STEAM. Facilities at Fayetteville Academy should reflect this quality. In partnership with the Board and administrative team, the Head will implement and enhance an existing plan for both short- and long-term physical improvements to facilities on campus. The Head of School will work alongside the business manager to determine the financial resources available and necessary to invest in deferred maintenance.

Strengthen and Grow Athletic Programs
The Fayetteville Eagles have won 81 conference and state championships since 2000, an impressive history of performance on the athletic fields. The school is a member of the The North Carolina Independent Schools Athletic Association (NCISAA) and has 25 teams competing in 15 different sports. They have a stellar coaching staff, well-known for developing strong teams with winning records. However, due to lower Upper School enrollment numbers, Fayetteville Academy has been forced to cut some sports teams. The new Head of School will work with the coaching staff to attract and retain talented athletes with the goal of revitalizing the full Pre-K-12 athletics program.
The Position

The Head of School is the sole employee of the Board of Trustees and a member ex-officio of all standing committees of the Board. He or she represents the Board in its relations with the faculty, staff, students, parents, business partners, patrons, and state and federal agencies and with local, state, regional and national educational organizations and accrediting agencies.

General duties of the Head include (but are not restricted to) the following:

- Handles all matters regarding employment—attracting, hiring, retaining, developing, evaluating, and dismissing faculty and staff.
- Works in partnership with the Board of Trustees to execute the school’s mission; articulates the mission to all constituencies; and supports the mission in working with all aspects of the school.
- Oversees the shaping of the school’s program and the quality of life in the school community.
- Manages the competing demands of the various constituencies of the school and communicates effectively with all constituencies.
- Provides various scenarios and possibilities to the Board of Trustees as it focuses on the strategic future of the school.
- Works with the Board of Trustees, its Chair and committees, in carrying out established school policies; reviews school policies and procedures and makes recommendations for enhancements; oversees strategic planning; attends meetings, prepares reports, maintains Board records, and keeps Trustees informed on all aspects of the school’s operation.
- Supervises all aspects of the school (academic, athletic, artistic, community life, fundraising, business office, facilities, transportation, food service, alumni affairs, admissions, college counseling, communications, marketing, accreditation, extended care, and other
extracurricular programs) to ensure excellence, sustainability, and best outcomes for the school; prepares for and conducts periodic program evaluations; submits reports to external agencies as required; establishes and maintains principles of best practices, including policies and standards of conduct and teaching.

- Establishes an effective manner of leadership and appropriately involves members of the Board, student and parent bodies, administration, and faculty in decision-making.

**Traits**

Fayetteville Academy seeks candidates who believe in the school and its mission and who will work tirelessly to ensure that FA remains true to its vision in offering a superior whole-child education. The following traits are what the school community desires in its next leader:

**Leadership Qualities**

- Innovative and strategic
- Collegial and collaborative
- Enthusiastic and motivational
- Fiscally responsible

**Relational Qualities**

- Approachable and empathetic
- Compassionate and professional
- Informed and engaged

**Preferred Experience**

- Faculty leadership
- Organizational management
- Board development
- Capital fundraising
- Campus master planning

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**Honor Code**

Of utmost importance to the Fayetteville Academy community is the principle of individual honor and integrity. Fayetteville Academy believes that, along with a sense of pride in one’s own work, a strong sense of personal honor and integrity is a basic human responsibility and one of the most vital assets that a person can have throughout life. Fayetteville Academy is able to minimize school rules, extend certain privileges, and grant a high degree of freedom because of the Honor Code.
The School

History
The original Fayetteville Academy was established in 1791. Its Founders sought to establish a private school within the community that would offer its students a program encompassing the best in academic, cultural, patriotic, and social ideals. The current Fayetteville Academy, although not an heir to the original Fayetteville Academy by continuous charter, was established in 1970 as a school that would embody the rich heritage of the original Fayetteville Academy.

In 1969, a group of dedicated men and women created a premier, independent, college preparatory school that would embrace “The Three A’s”—Academics, Arts, and Athletics. This dedicated group of trustees seized the moment and recognized “Futura Est In Praesentia,” and their vision and quest for excellence became the foundation for Fayetteville Academy. In selecting the name Fayetteville Academy and adopting this motto, it was the hope of the original Board to create a school that would distinguish itself as a leader in private education as the original Fayetteville Academy had done.

In September of 1970, under the leadership of the first Headmaster, Mr. Joseph Lassiter, Fayetteville Academy opened with approximately 100 students in grades 1-10. During the first year, the entire school was housed in what is today the Lower School. The following year, the gym was built and named in honor of Mr. Oscar L. Norris, the Chairman of the original Board of Directors. In 1972, the Upper School addition was completed to accommodate the first graduating class, and in the spring of 1973, the former Lafayette School merged with the Academy. During the following school year, two campuses were maintained while the Middle School building was being completed. That same year, the gymnasium building was enlarged to include a lunchroom and more physical education facilities. Between 1973 and 1975, a baseball field, soccer field, and track were constructed, and in 1979, the Barbour tennis courts were built. In 1981, the administration and media center buildings were completed, and in the fall of 1993, the Jones Science and Math Center was added. The new gymnasium and Jordan Soccer Field and Physical Fitness Center were completed in 1997. In 2001, the Alumni Center for Fine Arts opened and provided outstanding facilities for the arts, choral music, and band studios. Also in 2001, the Lawing Baseball Complex was completed. The Wood Technology and Learning Center was opened in the fall of 2002, and in 2004, the Kishbaugh Center for Writing and Creative Learning was constructed as a living legacy to alumnus Ryan Patrick Kishbaugh.

Fayetteville Academy takes pride in its history, while simultaneously embracing the ideas of the original founders and their passion and commitment to "Futura Est In Praesentia."

Philosophy
The philosophy of Fayetteville Academy is that each student is led towards the fulfillment of his or her fullest potential through developmental experiences and challenging academic, athletic, and artistic opportunities. The Academy is committed to excellence in the intellectual, personal, social,
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and physical spheres, seeking to guide and nurture each student in his/her pursuit of high achievements in these areas. The Academy attempts to address the needs of all students within the parameters of a liberal arts college preparatory school. The realities and ideals of each student are respected in order to promote mutual understanding in a complex world. Learning is a continuous process in which formal education provides each individual with the opportunities necessary to mature and develop intellectual skills. Sequential teaching materials and a variety of learning media, technology, and community resources are integral parts of the curriculum. The Academy faculty and staff who guide students try to understand each student’s world and context. Within limitations, every effort is made to provide for individual student differences because these differences enhance the students’ intellectual and social development as well as the school community. The Academy believes that students and faculty should learn, explore, and discover wisdom and understanding in a shared learning community that respects diversity in its many forms. Fayetteville Academy assists students in becoming productive and responsible citizens by fostering their social development, promoting their physical and mental well being, building their moral and ethical values, and giving them democratic attitudes and a sense of civic duty and school pride.

Academics

Fayetteville Academy’s Lower School offers a research-based curriculum for children in Pre-K through fifth grade with emphasis on the development of skills and knowledge in eight core academic subjects: communication, reading, writing, spelling, grammar, mathematics, science, and social studies.

Fayetteville’s Middle School includes grades 6–8. During these formative years, teachers and administrators strive to prepare students for the rigors of their upcoming high school experience in an active and nurturing environment. With an average of 16 students for every one teacher, students get to know all of their fellow classmates, and teachers get to know each student personally.

At the Middle School, teachers place emphasis on organizational skills and building an educational foundation that will prepare students for more advanced courses. For example, students learn how to manage their free time and develop the maturity to make good choices both in their academic and social interactions.

Fayetteville Academy’s preparatory Upper School offers comprehensive academic and extracurricular programs. With numerous opportunities in academics, athletics, activities and fine arts, each student finds a place to belong. As a student makes choices in these spheres, they are given the opportunity to develop their leadership potential in a small environment among students with similar interests.

Preparing students for college and beyond is Fayetteville’s primary mission. To this end, the Upper School’s academic emphasis builds on the Middle School experience by concentrating on analytical and critical thinking skills, creativity, and the discipline necessary to stay with a challenging assignment or difficult problem. The learning environment is traditionally structured in the liberal arts lines with students grouped according to interest and appropriately challenging courses. Providing a rigorous and dynamic

STEAM PROGRAM

Fayetteville Academy proudly offers STEAM in every level of the school and for every class. Running off a cyclical and ever-expanding model, students from Pre-K to 12th grade have the unique opportunity to immerse themselves in this fascinating and growing field. In 2018, Fayetteville Academy was the first private school in the state of North Carolina to establish an HLT SmartLab, a state-of-the-art facility that allows for project-based, student-centered learning accessible to all students. This fully-integrated learning center supports hands-on learning and offers opportunities in everything from CAD, 3D printing, computer game design, graphic arts, digital video and music production, robotics, and engineering. In 2020, Fayetteville Academy has added Systel and LEAP SmartLabs to serve students in Pre-K to 5th grade. All Fayetteville Academy students use cutting-edge technology to solve real world problems and prepare for an ever-changing technological landscape. SmartLabs are just one example of how Fayetteville Academy engages students and prepares them for success in college and to make a difference in their world.
The School (continued)

curriculum with supportive instructors creates a school of readers, writers, thinkers, and artists.

Furthermore, Fayetteville Academy teachers and administrators feel that social development is important to the intellectual development of the student. Emphasis on the school's Honor Code along with service to the community helps to create the leaders of tomorrow.

Fayetteville Academy Upper School students traditionally achieve among the highest SAT scores of any public or private high school in the area, and 100 percent of Fayetteville’s seniors are accepted to colleges and universities throughout the country. Beginning in the ninth grade, the school’s college counselor is actively involved in guiding each student on an individual journey to find the college or university where they can continue to enjoy success while preparing for a fulfilling and productive adult life.

Arts and Athletics

Starting in Pre-K, Fayetteville Academy’s students are encouraged to explore the arts in order to become curious, confident, and comfortable in their art making skills and creative abilities.

Fayetteville Academy’s choral, instrumental music, and arts programs have a history of producing award-winning students. In recent years, instrumental music students have played in the Fayetteville Concert Band, the Fayetteville Youth Symphony, and All-County and All-State bands/orchestras. FA also annually inducts students into the National Art Honor Society, and the school’s art students have won several Scholastic Key awards. Fayetteville’s choral students have a history of attending and winning awards at choral and theater conventions and competitions in NYC and DisneyWorld. Additionally, Fayetteville Academy produces annual theater productions for both Lower School and Upper School students. A testament to the school’s strong arts programs, Fayetteville Academy typically has at least one graduate enroll in a prestigious art school such as Pratt or SCAD.

Fayetteville Academy takes an interdisciplinary approach to integrate the arts across the school. Chorus students regularly sing the National Anthem at sports events. School assemblies regularly have music (piano or a small instrumental group) playing at the start of assemblies while students and parents arrive. Students play in a pep band at selected basketball games, and the Academy has a rich tradition of Thanksgiving, Christmas, and Spring Fine Arts Assemblies that include music and theater components. Finally, Lower School students have the opportunity to participate in afterschool art clubs and chorus.

Fayetteville Academy’s athletic program reflects its commitment to educating the whole child—morally, intellectually, and physically. Athletic competition at the Academy is meant to complement the school’s mission and core values, while enhancing each student’s educational experience and rounding out the Academy’s emphasis on liberal arts education.

Fayetteville Academy is a member of the The North Carolina Independent Schools Athletic Association (NCISAA) and has 25 teams competing in 15 different sports. A remarkable 85% of Fayetteville Academy’s students participate in
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athletics. The school is particularly proud of its men's soccer program. In the last 40 years, the men's soccer team has won 17 state championships. Athletes in many sports have gone on to compete in college, including at the Division I level. Standout athletes from all sports earn a place in the Fayetteville Academy Hall of fame, which is proudly displayed right outside the school gymnasium.

International Students Program

The Academy’s International Student Program provides wonderful opportunities for both international students and the rest of the school community by adding to Fayetteville Academy's diversity and sharing in the learning of various world cultures. One of Fayetteville's Core Competencies is to encourage students to develop cultural and global awareness, and this program helps achieve that goal in many ways. International students compose a portion of the 35% of Fayetteville students who come from racially and ethnically diverse backgrounds.

Summer Odyssey Program

Fayetteville Academy's Summer Odyssey program offers a variety of fun and educational Summer classes and camps. In keeping with the mission of the Academy, Fayetteville's Summer Odyssey programs offer small class sizes and varied experiences that foster creativity and a love for learning. With a diverse set of classes ranging from baking, to gardening, to chemistry, the Odyssey programs promise to provide enriching and fun-filled opportunities for Fayetteville students. Moreover, Fayetteville's Upper School students help faculty members teach and guide Odyssey participants in grades K-5, exemplifying the strong bonds between all students at Fayetteville Academy.

Parent Support

The Fayetteville Academy Eagle Booster Club is composed of parents, faculty and staff, and friends of the Fayetteville Academy with the focus of providing spirit and funding for athletics.

All of the money raised by the Eagle Booster Club goes to support athletic programs—team sports, the student sports medicine program, and weight lifting. Membership, gate admission, and concession sales at athletic events are the primary fundraising activities of the Eagle Booster Club. Over the past several years, the Eagle Booster Club has provided funding for: athletic equipment, trophies and awards, senior night gifts, sports medicine modalities, championship banners, team uniforms, regulation cheerleading mats, an updated baseball batting cage, resurfaced tennis courts, a revamped locker room, weight room, and training room, and a newly aerated soccer field.

At Fayetteville Academy, it is the mission of the Parents Association (FAPA) to support the school through volunteer work, funding efforts, parent education, and sponsoring and coordinating various events within the school community. The Parents Association facilitates open communication and serves as a liaison between the parents and the school administration. It hosts numerous events throughout the year from Movie Nights to Teacher Appreciation Breakfasts. Additionally, the Parents Association ensures that members of the school community feel appreciated and welcomed by offering myriad support services from stocking the teachers’ lounges with food and drink to regularly contacting new students and their families throughout their first school year.
The Community

Settled in 1736 and renamed in 1783, Fayetteville, North Carolina, sits along the western part of the Coastal Plain region on the Cape Fear River. Few cities in the United States have played a more significant role in our nation’s history. From serving as the eighteenth-century meeting site for the North Carolina legislature to being a hub of the famous wooded highway “Plank Roads” system in the mid-nineteenth century, Fayetteville’s historical importance is tangible. Residents have taken great care to preserve the physical structures that stand as a testament to this illustrious past and have created four historic districts:

- Downtown Fayetteville National Register Historic District
- Haymount National Register Historic District
- Liberty Point National Register Historic District
- Market House Square National Register Historic District

Moreover, 32 historical attractions and regional historic sites bear witness to the city’s historical import and offer enlightening and enjoyable activities for children and adults alike.

Fayetteville is also home to Fort Bragg, known as “the Home of Airborne and Special Operations.” Approximately 52,000 active duty soldiers, 12,000 reserve and temporary duty students, 9,000 civilian employees, 3,000 contractors, and 63,000 active duty family members live at or around Fort Bragg. Fayetteville is currently ranked second in the nation for having the largest percentage of households with at least one member currently serving in the military.

Outdoor enthusiasts will enjoy Fayetteville’s many parks, trails, and gardens. The city boasts a 10-foot-wide paved path, the Cape Fear River Trail. The trail winds for over 7 miles, one-way with spectacular views of the Cape Fear River. Additionally, the Cape Fear Botanical Garden provides visitors with an 80-acre verdant oasis, and Gillis Hill Farm offers a variety of seasonal produce, jarred goods, and pick-your-own fruit activities.

In the last 20 years, Fayetteville has seen unprecedented growth and change. Thanks largely to a new, state-of-the-art 40+ million-dollar baseball stadium, home to the Fayetteville Woodpeckers, Fayetteville’s downtown area has become a dynamic space to relax and socialize. Breweries, restaurants, and retail shops line the lively, pedestrian-friendly downtown streets. Additionally, a slate of new luxury apartments, hotels, and high-rise office buildings have modernized the city’s downtown area and promise to boost the local economy in the years to come.

Application Process & Timeline

For consideration, candidates should submit applications to Southern Teachers at SouthernTeachers.com, along with a current resume and a cover letter explaining their interest in and qualifications for this leadership position.

Questions may be directed to Mr. Jamie Estes at Jamie.Estes@SouthernTeachers.com or 434-295-9122.

Please do not contact the school.

The new Head of School will begin work July 2023.