



Head of School

Leadership Opportunity
July 2013

Cary Academy



Carney, Sandoe  Associates

800-225-7986 ▼ www.carneysandoe.com

Cary, North Carolina
733 students
Grades 6-12

www.caryacademy.org

THE POSITION

Cary Academy (CA) in Cary, North Carolina, seeks a new Head of School to lead a community of 733 students, 86 faculty, 51 staff, and hundreds of volunteers. Founded in 1996, the school is an independent, co-educational, college-preparatory day school for grades 6-12 that has made remarkable strides in a short period of time. Ideally situated in the heart of the economically vibrant and scholarly Research Triangle area of North Carolina, Cary Academy is fully enrolled and financially sound. CA benefits from invaluable leadership from its Board of Directors, mission-driven teaching by its empowered and creative faculty, active learning by its bright and achieving students, and ongoing support and participation from engaged parents. In its short



history, Cary Academy has earned a reputation as one of the top schools in the Research Triangle and as a national model of academic excellence. This is an exciting time in CA's history, as a cutting edge school continues to grow and develop a trajectory of excellence. The next Head of School will further Cary Academy's continued excellence, while remaining solidly grounded within the mission and philosophy that have made the school a notable community of success.

Don Berger has served as Head of School since the opening of Cary Academy. For 15 years, Don has guided CA through SACS and SAIS accreditations, new building projects, multiple community surveys and curriculum improvements. Under his watch the school has grown in size and scope, enrollment has increased, and the school has been recognized around the country for its innovative use of technology in the classroom. He also has taught English in the Upper School.

THE MISSION

From the beginning, Cary Academy has dedicated itself to its mission to be a learning community committed to discovery, innovation, collaboration, and excellence.

Discovery

Cary Academy offers boundless opportunities to explore, uncover, and pursue interests while building on existing knowledge. This ignites creative thinking and sustains an ongoing exchange of ideas.

Innovation

Cary Academy provides a challenging, dynamic academic program that integrates the best of traditional education with new and emerging technologies. Creative teaching strategies empower students and teachers to reach the highest standards of educational excellence.



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Collaboration

Cary Academy's team approach to learning emphasizes and values interactions among students, faculty, staff, and parents, while building educational partnerships with individuals, community groups, schools, foundations and corporations.

Excellence

Cary Academy motivates students to identify and achieve their potential for academic accomplishment, co-curricular achievement, global awareness, and responsible citizenship. Cary Academy also supports the pursuit of life-long learning and the sharing of knowledge through teaching and mentoring.

THE SCHOOL

Cary Academy's founders, Ann and James Goodnight and Ginger and John Sall, believed that a private school with a forward-thinking vision and outstanding resources could not only provide a world-class education for its students, but also model best practices for schools around the Triangle, the state and the country. James Goodnight and John Sall are two of the four founders of SAS Institute, Inc, a major software producer founded in 1976 and headquartered in Cary. CA opened its doors to students in 1997 and graduated the first senior class in 2000. In just 15 years, Cary Academy has created a caring environment where students feel safe to explore their academic interests and develop their extracurricular talents. Today, Cary Academy is committed to providing a challenging and well-rounded academic program that integrates the best of traditional education with new and emerging technologies with Tablet PCs issued to all students and faculty. CA is not only providing a world-class education comparable to the best of North Carolina's older, venerable institutions but is in fact ahead of the curve in its use of integrating technology with education.



This is an exceptional institution that fosters love of learning, encourages creativity, builds confidence and character, and prepares students to be citizens of the world and leaders in the future. The school has created a true learning community, one that prides itself on the pillars of the school's mission – discovery, innovation, collaboration and excellence. But the capstone of those four pillars is, and always will be, the relationships built during a student's tenure at Cary Academy. CA has shared its success with

hundreds of schools and thousands of educators from as close as elementary schools in Cary to as far away as the Affiliated High School of Peking University in Beijing, China.



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Cary Academy is dually accredited by the Southern Association of Colleges and Schools (SACS) and the Southern Association of Independent Schools (SAIS) and is a National Blue Ribbon School. CA is a member of the National Association of Independent Schools (NAIS), the Southern Association of Independent Schools (SAIS), the North Carolina Association of Independent Schools (NCAIS), the National Association of College Admissions Counseling (NACAC), the Southern Association of College Admissions Counseling (SACAC) and the College Board (CB).

ACADEMIC PROGRAM AND EXTRACURRICULAR ACTIVITIES

Cary Academy's high academic standards, innovative teachers, and challenging curriculum give students the opportunity to take risks in learning, discover new interests, and fully explore their abilities. The secure and nurturing environment, complemented by small class sizes and meetings with advisors, further encourages students to become leaders in shaping their academic and social communities. In the Upper School, students follow a challenging college-preparatory program with numerous opportunities for individual and group work.



ADVANCED (ADV) classes are offered in lieu of Advanced Placement (AP) courses, taught with the rigor and expectations of AP courses, but with the ability for teachers to modify the curriculum and emphasize depth of research beyond the prescribed AP syllabus. Most students enrolled in ADV courses choose to sit for the

corresponding AP exam and last year, 87% scored 3 or higher. Students in the Middle School cultivate and examine a variety of interests while preparing for the demanding curriculum in the Upper School. Unique class offerings and a strong, skills-based curriculum are taught by an interdisciplinary team of teachers who take an active role in promoting each student's growth.

Cary Academy at a Glance

Grades: 6-12

Current enrollment: 733

Faculty: 86

Faculty with advanced degrees: 83%

Faculty of color: 15%

Student-Teacher ratio: 9:1

Students of color: 26%

Operating budget: \$14.7 million

Indebtedness: none

Endowment: \$23 million

Annual giving most recent year: \$250,000

Parent participation in giving: 70%

Special programs include an exceptional World Language program with advanced courses in Mandarin, French, Spanish and German and an exchange program for all Upper School students, typically during students' sophomore or junior year. The program is based upon reciprocal partnerships between Cary Academy and schools in Argentina, Austria, China, Chile, Ecuador, and France.



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Cary Academy offers a range of opportunities in the fine and performing arts, including theater, dance, vocal music, band, orchestra, and a variety of visual arts courses. The arts celebrate mind, body, and soul in an inclusive environment that fosters creativity, respect, communication, and collaboration along with individual skill development.

Opportunities for students abound through an extensive program of physical education classes, as well as through extracurricular activities. Cary Academy has 42 teams in 15 different sports. Middle school teams are open to all and are the foundation for successful junior varsity and varsity programs.

Visit Cary Academy's comprehensive website, www.caryacademy.org, for more information about the curriculum in both divisions, as well as the [Arts](#) and [Athletics](#) programs and a wide variety of [clubs](#).

CAMPUS AND SETTING

The 66-acre campus is located ten miles west of downtown Raleigh in the gently rolling hills of the North Carolina piedmont, just ten miles south of Raleigh/Durham International Airport. Situated next to the sprawling SAS research campus just off Interstate 40, the Cary Academy campus was modeled after the University of Virginia campus, with buildings connected around a beautiful quadrangle and adjacent to excellent athletic fields. A state-of-the-art media center and athletic center are just two of the lovely structures that support the teaching and learning program. Professional works of art are located around the campus, and student art and projects are ubiquitous as well.



COMMUNITY

When the consultants visited Cary Academy, they asked students, parents, alumni and faculty what differentiates Cary Academy from other schools in the area. Along with mission-driven academics, excellent teaching and innovative learning, respondents cite positive and enduring relationships. They describe a close and trusting rapport between faculty and students, tight student bonds that last long after graduation, and a connected community of involved parents.

Financial Aid

- *Financial Aid budget: \$1.5 million*
- *Students receiving aid: 18%*
- *Financial Aid awards range from \$1,000 to full tuition and fees*

Cary Academy students take an active role in their learning and explore a wide range of academic and personal interests. Teachers at CA set high expectations for their students, and the curriculum is designed to encourage a student's commitment to independent thinking and intellectual challenge. As part of the 2010-2011 Strategic



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Plan, administrators and faculty have evaluated, refined and mapped the middle and upper school curriculum to meet the school mission and to achieve the specific goals of the [Portrait of a Cary Academy Graduate](#). A parallel document is the [Portrait of the Cary Academy Teacher](#). It defines 12 mission-based standards of excellence for faculty that address a) curriculum design, b) instructional strategies, c) assessment, and d) use of emerging technologies.

The Cary Academy community reflects the diversity of the Triangle. Cary Academy's view on diversity includes, but is not limited to, ethnic, racial and linguistic heritage; religious traditions; gender; sexual orientation; age; and socioeconomic status. With 25 percent of students of color, the school supports a Director of Diversity and the Committee on Multicultural Initiatives and



Diversity (COMID). Together they provide specific programs and leadership training for all members of the CA community, to promote inclusive and open-minded attitudes and behaviors both at CA and beyond. They have engaged the outside community, both local and global, to support Cary Academy's diversity goals through a variety of partnerships, student and faculty exchanges, activities, and relationships.

TECHNOLOGY

Cary Academy is committed to putting cutting-edge technology into the hands of all teachers and students and to ensuring that every teacher and every student receives the ongoing training and technical support needed to use these tools and resources creatively and effectively for teaching and learning. The 2010-2011 Strategic Plan calls for the newly created Instructional Technology Team comprised of faculty and administrators to develop and implement a shared vision for the comprehensive integration of technology at Cary Academy. They will 1) explore new ways to leverage technology to support and extend student learning, 2) design and deliver professional development programs that strengthen all faculty in digital-age pedagogical practice, and 3) assist faculty in the design, implementation and evaluation of technology-enhanced learning experiences.



GOVERNANCE AND ADVANCEMENT

The Cary Academy Board of Directors consists of community leaders, alumni and the current year's president of the PTAA. The board meets three times a year to establish and discuss policies and objectives for the school, as well as assess the school's performance. CA is financially strong and in January 2011, the Board approved a balanced budget in for the 2011-12 school year with no changes to student programs.



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Cary Academy is extremely fortunate to have generous founders who built and began the school without ever embarking on capital campaigns or requiring financial backing above tuition. As CA moves beyond the “founders’ stage,” fundraising challenges will include a young alumni base with the oldest alumni just turning 30. The advancement program is progressing and during the 2010-2011 school year, the Cary Academy Kaleidoscope – Colors of Excellence annual campaign surpassed its \$200,000 goal with \$23,939 and an additional \$15,209 pledged for a total of \$239,149. The Office of Institutional Advancement has expanded and refined fundraising efforts. Targeted asks to all constituents have proved their worth and parent participation is 70%, Board participation 100%, and employee participation 97%.

STRATEGIC PLAN 2010-2013

The Strategic Plan adopted in 2010 includes the following goals:

- To prepare students for their futures, Cary Academy will be a leader in teaching and learning enhanced by the creative and effective use of emerging technologies.
- Cary Academy will strengthen student development programs to include character education, leadership, ethics, global citizenship and commitment to respect, integrity, and compassion.
- Cary Academy will strengthen the development and retention of outstanding employees who will uphold and advance the mission and values of the school.
- Cary Academy will build the framework necessary to ensure the long-term financial sustainability of the school.
- Cary Academy will strengthen multi-culturalism in an increasingly diverse school community through education, experiences, and meaningful relationships.

CARY AND RALEIGH

Cary Academy is located on 66 beautiful acres in Cary, North Carolina, in Wake County. A city of 141,000, Cary is 10 miles west of Raleigh (the state capital) within the Raleigh-Durham-Chapel Hill triangle. Together, the cities comprise one of the most dynamic regional economies in the United States and one of the fastest growing metropolitan areas in the country. Between 2000 and 2010, the population of Cary increased 49% and the city is now the seventh largest city in North Carolina. In one year alone, from 2007 to 2008, Raleigh and Cary’s population increased by over four percent. The Cary area has fared reasonably well in the economic recession and home values have held relatively steady with the median home sale price of \$305,000.



The Research Triangle Park (RTP) is the largest high-tech research and development area in the United States and it covers the span between three major North Carolina cities: Raleigh,



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Durham, and Chapel Hill. In addition to the many large corporations in RTP and the surrounding area, the Triangle is also home to nine colleges and universities, with 19 more within a 90-minute drive. The region is anchored by the research universities of North Carolina State University in Raleigh, Duke University in Durham, and the University of North Carolina at Chapel Hill. Significant employers in this high technology community include IBM, SAS Institute, Cisco Systems, NetApp, Lenovo, and Progress Energy. Major health care and life science companies in the area include GlaxoSmithKline, Biogen Idec, BASF, Quintiles, PPD, WakeMed Health and Hospitals, and Rex Healthcare. Additionally, state government, area universities and university health systems employ large numbers in the region. During the last ten years, Triangle region communities have earned many accolades including the #1 City for Biotechnology by the Milken Institute, the #1 High Tech Region by the Silicon Valley Leadership Group, and the second Best Place for Business & Careers by *Forbes Magazine*.

For information about what to do in the area, read a Metro Raleigh article about the history of Cary at www.metronc.com and explore VisitRaleigh.com, which notes “Cary offers all the entertainment options of a growing city but still can call itself a town.” Cary was voted the Best Place to Live in the Southeast by *Money Magazine*. Cary is the summer home of the North Carolina Symphony, which hosts world-class entertainers at the Koko Booth Amphitheatre. The city has 25 parks, three golf courses, a tennis park, a greenway system of park trails and a popular dog park. Downtown Raleigh offers “the excitement and attractions of a great city, combined with the affordability, approachability and appeal of a classic Southern town.” The city boasts world-class museums and entertainment venues, historic sites, public gardens, excellent restaurants, professional and NCAA sports events.



The beautiful Blue Ridge Mountains are a three-hour drive west from RTP and the Atlantic Ocean beaches near Wilmington are a two-hour drive to the east.

THE OPPORTUNITY

The Head of Cary Academy is the chief executive officer and academic administrator of the school, reporting to the Board of Directors, promoting and executing the distinct mission of the school and carrying out the policies determined in conjunction with the Board. The Head’s responsibilities include oversight of all academic, enrollment, personnel, compensation, and fund-raising matters, as well as management of the budget and school facilities. The new Head will be expected to be the inspirational leader of the school, broadly informed about academic matters, committed to excellence, and possessing a vision to take the school forward.



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STRENGTHS OF THE SCHOOL

- Mission driven-school with individual attention to every student
- Strong sense of community with all members responsible for acting with respect, integrity, and compassion
- Curriculum and extracurricular activities that prepare students well for higher education
- Creative and dedicated faculty and staff
- Superb opportunities for professional development and recognition for faculty
- College counseling tailored to individual students
- Genuine appreciation for diversity and inclusion
- Hard-working students who are supportive of each other
- Excellent facilities
- State-of-the-art technology available to support teaching and learning
- Global perspective reinforced through curriculum and international opportunities
- Active advancement program
- Service learning and outreach to the larger community

OPPORTUNITIES AND CHALLENGES FOR THE HEAD OF SCHOOL

- Lead and facilitate activities that further the school's mission
- Work toward excellence in every aspect of school operations
- Energize and support faculty and staff in their work and commitment to the mission
- Keep Cary Academy on the cutting edge of the use of technology to support education
- Assist the Board of Directors as it assumes a more active role
- Increase collaboration and communication between the middle and upper schools
- Actively participate in the advancement program
- Maintain or increase financial aid
- Support the commitment to diversity
- Share the knowledge and resources of Cary Academy with the local community and beyond

EXPERIENCES AND QUALITIES DESIRED IN THE HEAD OF SCHOOL

- Inspiring, collaborative leader who will embrace and support Cary Academy's mission
- Ability to create and explain vision for furthering the mission
- Outstanding interpersonal skills
- Educational leader current in pedagogy and research
- Strong advocate for faculty and staff
- Administrator with strong skills who delights in the successes of other people
- Concern with development of students along all dimensions
- Successful fundraiser



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- Deep commitment to diversity and inclusiveness
- Skillful at communicating with all interested groups
- Comfortable with technology and interested in learning more
- Experience leading change in educational institutions

TO APPLY

Interested and qualified candidates should submit electronically (as separate PDF documents in one e-mail) the following materials:

- cover letter expressing interest in the Cary Academy Head of School position
- current résumé
- statement of educational philosophy and practice
- list of five references with name, phone number, and email address of each to:

Dr. D. Ralph Davison and Dr. Thomas Redmon

Senior Search Consultants

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