

Director of Community, Belonging, and Global Education

CHARLOTTE LATIN SCHOOL

Charlotte, North Carolina
www.charlottelatin.org

Start Date: July 2026

CHARLOTTE
LATIN
SCHOOL



Carney
Sandoe
& ASSOCIATES

Carney, Sandoe & Associates
The Search Group
200 High Street, Suite 610, Boston, MA 02110
T 617.542.0260 - search@carneysandoe.com

CARNEYSANDOE.COM



CHARLOTTE LATIN AT A GLANCE



Established
1970



Total Enrollment TK-12
1,552



Global Sister Schools
7



Faculty and Staff
375



Students engaged in a domestic
or international travel program
each year
73



Campus
129 wooded acres,
22 gardens, a lake, and multiple
indoor and outdoor academic,
arts, and athletic facilities



Mascot
Hawk



OVERVIEW

Charlotte Latin School is a fully accredited, coeducational, nonsectarian, independent day school serving more than 1,500 students in Transitional Kindergarten through grade 12. The picturesque campus encompasses 129 acres in south Charlotte.

Since its opening in 1970, Latin has prioritized academic excellence. Our founders envisioned a school that cultivates leadership and remains dedicated to the foundational tenets of a liberal arts education. Today, Latin is thriving and well-established as a model for leadership development, student-centered learning, and highly relational teaching.

Our renowned educational program is fueled by educators who know and believe in each student's capabilities. Core subjects balance proven best practices with innovation, challenge with curiosity, and reach with resiliency. With unrivaled learning spaces, growth-promoting opportunities, and unyielding support, our expectations are great, and our love of learning is even greater.

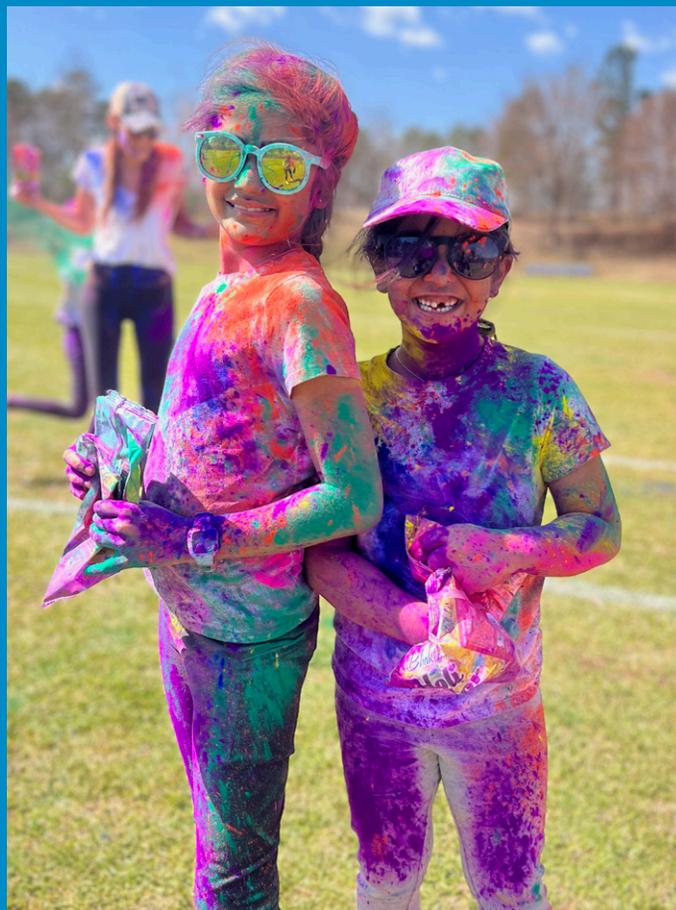
GUIDING PRINCIPLES

Latin is a community shaped by its mission, vision, Core Values, and Portrait of the Latin Leader.

Our **mission** is to encourage individual development and civility in our students by inspiring them to learn, by encouraging them to serve others, and by offering them many growth-promoting opportunities.

Our **vision** is inspired by the [Latin Leads strategic plan:](#) *Charlotte Latin School develops courageous, honorable leaders, fueled by intellectual curiosity and guided by a commitment to excellence, who can navigate and thrive in a complex global society.*

The **Core Values**, which were adopted in 2001, along with the school's mission are our guiding stars—shaping our decision-making, culture, and strategic direction.





CORE VALUES

Honor Above All

We embrace the development of personal honor as a lifelong pursuit to build character. We honor one another and our individual gifts and accomplishments.

Commitment to Excellence

Our commitment to excellence extends to all aspects of school life and is exemplified by doing one’s best and seeking to improve continually. This quest embodies the boundless spirit that characterizes our school community and is grounded in our commitment to create an exceptional environment for teaching and learning.

Leadership

Charlotte Latin encourages leadership development as a lifelong characteristic of our students. Service to others (servant leadership) is the ideal model that best meets the needs of our school community, our nation, and the world.

Respect for Oneself and Others

Respect is the foundation of the Charlotte Latin School community. We celebrate the differences, including people, cultures, and perspectives, that sustain the rich diversity within our school community.

Personal Responsibility

Each person at Charlotte Latin is accountable for his or her actions. We all share responsibility for the welfare of the greater school community.

Moral Courage

Charlotte Latin leads by example, and our members are willing to do what is right and true through the courage of their convictions, despite possible consequences or the opinions of others. Morally courageous people are willing to admit their mistakes, to address injustice, and to uphold the principle of “Honor Above All.”



Curious Learner

Demonstrates wonder through reflective-based practices to discover one's personal meaning of self, school, and society.

- Finds joy in daily interactions.
- Discovers personal meaning in school endeavors.
- Recognizes the significance of process over product.
- Fuels intellectual curiosity and personal growth through self-reflection.
- Demonstrates wonder and a positive outlook in difficult situations.

Dynamic Communicator

Makes meaning of diverse viewpoints actively and empathetically with others to reach common ground and shared understanding.

- Listens actively, cares deeply for the audience, and considers their experiences.
- Conveys original ideas in multiple forms and mediums.
- Exchanges, challenges, supports, and builds on ideas to reach common understanding.
- Develops complex viewpoints through continued discussion and interaction with others.

Conscientious Thinker

Strives to discern accuracy and truth by drawing connections among ideas and concepts across disciplines and multiple perspectives.

- Evaluates and synthesizes complex information.
- Analyzes evidence critically to make informed decisions.
- Draws connections among ideas and concepts across disciplines.
- Reconsiders ideas and opinions in light of new knowledge, understanding, and feedback.

Humble Collaborator

Embraces and elevates the perspectives of others, while knowing when to lead, follow, delegate, accept direction, and share gratitude.

- Engages in healthy conflict to achieve practical and creative solutions.
- Nurtures and encourages group momentum.
- Facilitates progress and follows through on commitments.
- Expresses gratitude for the efforts and contributions of others.

Courageous Advocate

Embodies the moral courage necessary to stand up for oneself and others, to challenge injustices, and to embrace differences.

- Cultivates friendship and values interpersonal connections.
- Actively contributes to their communities.
- Stands up for self and others.
- Challenges injustices and uses influence for the greater good.

Resilient Navigator

Adheres to the lifelong pursuit of building character, ensuring an intentional life of honor that is pursuant to the values and mission of Charlotte Latin School.

- Takes risks toward a higher-level of learning and leading.
- Exhibits unwavering resolve as they persevere through challenge and opposition.
- Acknowledges missteps and reassesses pathways to success.
- Honors and adheres to their core and leading values.

TEACHING AND LEARNING AT LATIN: WHERE CURIOSITY MEETS PURPOSE

At Latin, curiosity leads, creativity thrives, and every student achieves excellence that fulfills them. From spelling their first words to writing compelling essays, our intentional academic program empowers students to think deeply, lead boldly, and pursue purposeful learning. Each year of a Latin education comprises foundational and innovative concepts essential to students' ongoing growth and success. As subject matter advances in complexity, teachers support their students in developing deep understanding, mastery of skills, and the ability to dynamically connect learning from one year and one subject to the next.



High expectations are part of the Latin culture. Yet, the school is equally focused on a balanced learning environment that cares for the whole child, promoting each student's intellectual, emotional, and physical well-being. At Latin, many opportunities invite students to explore, discover, and become the best version of themselves.

Our Student Support and Wellness team embodies a spirit of care, a hallmark of the Latin experience. The school boasts numerous co-curricular offerings, including leading STEM and Global Studies programs. Thriving arts and athletics programs round out the challenging academic experience. From grades TK-12, Latin students receive a high-quality arts education and participate in nationally recognized arts programs. Our student-athletes in grades 7-12 compete in 16 sports on 66 teams, with 86% of students playing at least one sport.



DIRECTOR OF COMMUNITY, BELONGING, AND GLOBAL EDUCATION

Position Summary

The Director of Community, Belonging, and Global Education is a strategic leadership position responsible for cultivating an inclusive school community while advancing global citizenship through multicultural education and international programming. This role reports to the Associate Head of School and serves as a key member of Charlotte Latin's Senior Administration and the Academic Leadership Team.

Key Responsibilities

The Director of Community, Belonging, and Global Education has key responsibilities in the following areas: (1) multicultural education and curriculum, (2) DEIB, (3) global engagement and international programs, and (4) community engagement. The Director also oversees related budgets and resource management in support of these responsibilities.

Multicultural Education and Curriculum

- Collaborate with curriculum leaders to integrate multicultural perspectives and inclusive content across all academic divisions and disciplines, including the creation of courses and units of study that promote cultural competency among students in grades TK-12.
- Oversee the development of school-wide multicultural programming, including heritage month celebrations, speaker series, and community events.
- Support teachers in implementing culturally responsive teaching practices.
- Partner with members of the Academic Leadership Team (ALT) to review curricular materials and resources for representation, bias, and inclusivity.
- Coordinate professional learning communities focused on inclusivity and multicultural education.

DEIB

- Develop, implement, and assess comprehensive DEIB strategic initiatives aligned with the school's mission and values.
- Design and facilitate professional development for faculty and staff on cultural competency, inclusive pedagogy, and equity practices.
- Partner with the ALT and Human Resources to monitor school climate through surveys, focus groups, and data analysis, and to recommend and implement improvements.
- Partner with other key administrators (e.g., Directors of Enrollment Management, Human Resources, Advancement) to support recruitment and retention of diverse students, families, and employees.

Global Engagement and International Programs

- Design and oversee the school's global education strategy, including international partnerships and sister school relationships.
- Develop and manage student exchange programs, international travel opportunities, and global learning experiences.
- Recruit, train, and support faculty leaders for international travel programs.
- Maintain and strengthen relationships with sister schools and international partner institutions.
- In partnership with other key administrators, maintain compliance with all legal, safety, and insurance requirements for international programs.
- Coordinate pre-departure orientations and re-entry programming for students and families.
- Develop a global competencies framework and assess student learning outcomes from international experiences.
- Explore and implement virtual exchange opportunities and global collaborations.
- Provide support to classroom teachers with Global Studies curricular and co-curricular initiatives (Model United Nations, Academic WorldQuest, etc.).
- Serves as a school liaison with various local, state, and nationwide international organizations, including: Charlotte International Cabinet, International House, World Affairs Council of Charlotte, World View-UNC Chapel Hill, North Carolina Global Educators Consortium, NCAIS, Global Education Benchmark Group (GEBG), and the NAIS Global Symposium.

Community Engagement

- Serve as primary liaison between school leadership and diverse constituent groups.
- Communicate regularly with various stakeholders regarding DEIB and global education initiatives.
- Represent the school at external conferences, workshops, and community events related to belonging and global education.
- Develop and maintain resources, including website content, handbooks, and communications about belonging and global programs.

Supervisory Responsibilities

The following full-time employees are direct reports:

- Associate Director of Community and Belonging
- Director of Academic Transition and Student Success
- Global Programs Manager

The Director also oversees part-time Belonging and Global Education Coordinators, who are also dedicated faculty members within their respective academic divisions.

Education and Experience:

- Master's degree in Education, Intercultural Studies, International Education, Social Justice, Student Affairs, or related field
- Minimum 5-7 years of experience in K-12 education, with demonstrated leadership in DEIB or global education
- Deep understanding of issues related to diversity, equity, inclusion, and belonging in educational settings
- Proven experience in developing and implementing strategic initiatives and programs
- Experience with curriculum development and teacher professional development
- Strong facilitation skills with the ability to lead difficult conversations with grace and cultural sensitivity
- Excellent interpersonal, communication, and relationship-building skills
- Demonstrated cultural competency and ability to work effectively with diverse populations
- Ability to travel internationally to accompany student groups and maintain partner relationships
- Experience with international programs, study abroad, or global education preferred
- Bilingual or multilingual language skills preferred



Personal Attributes:

- Authentic commitment to belonging and creating inclusive environments
- Strategic thinker with the ability to balance vision with practical implementation
- Collaborative leadership style with the ability to build consensus and navigate complexity
- Cultural humility and ongoing commitment to personal growth and learning
- Resilience and emotional intelligence
- Proactive problem-solver with sound judgment
- Flexibility and adaptability in a dynamic school environment



FOR CANDIDATES

In addition to a competitive salary, Charlotte Latin offers excellent benefits, including comprehensive medical, dental, and vision coverage, a 403(b) retirement plan with generous employer matching, and paid time-off policies. The Nest, an on-site child care and enrichment program, is available to faculty and staff. Finally, employees also enjoy a 50% discount on meals on-site!

- This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities required of the employee. Other duties, responsibilities, and activities may change or be assigned at any time with or without notice.
- Latin is fully committed to attracting and supporting a culturally diverse faculty, staff, and student body.
- The School is an equal opportunity employer. Latin does not discriminate in its hiring or employment practices on the basis of race, color, religion, gender (including gender identity or expression), disability, national or ethnic origin, age, sexual orientation, marital status, genetic information, or other legally protected characteristics or status.
- Please read your résumé for accuracy before submitting it for this position. Candidates' academic credentials will be verified, and their social media presence will be thoroughly reviewed. Latin will conduct thorough background checks before finalizing an offer.

TO APPLY

Interested and qualified candidates are invited to contact the consultant in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- Selected candidates may be asked to submit responses to writing prompts and a list of professional references to:

Donisha Thaxton

Placement Associate

donisha.thaxton@carneysandoe.com

Corinne Lamond

Placement Assistant

corinne.lamond@carneysandoe.com



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