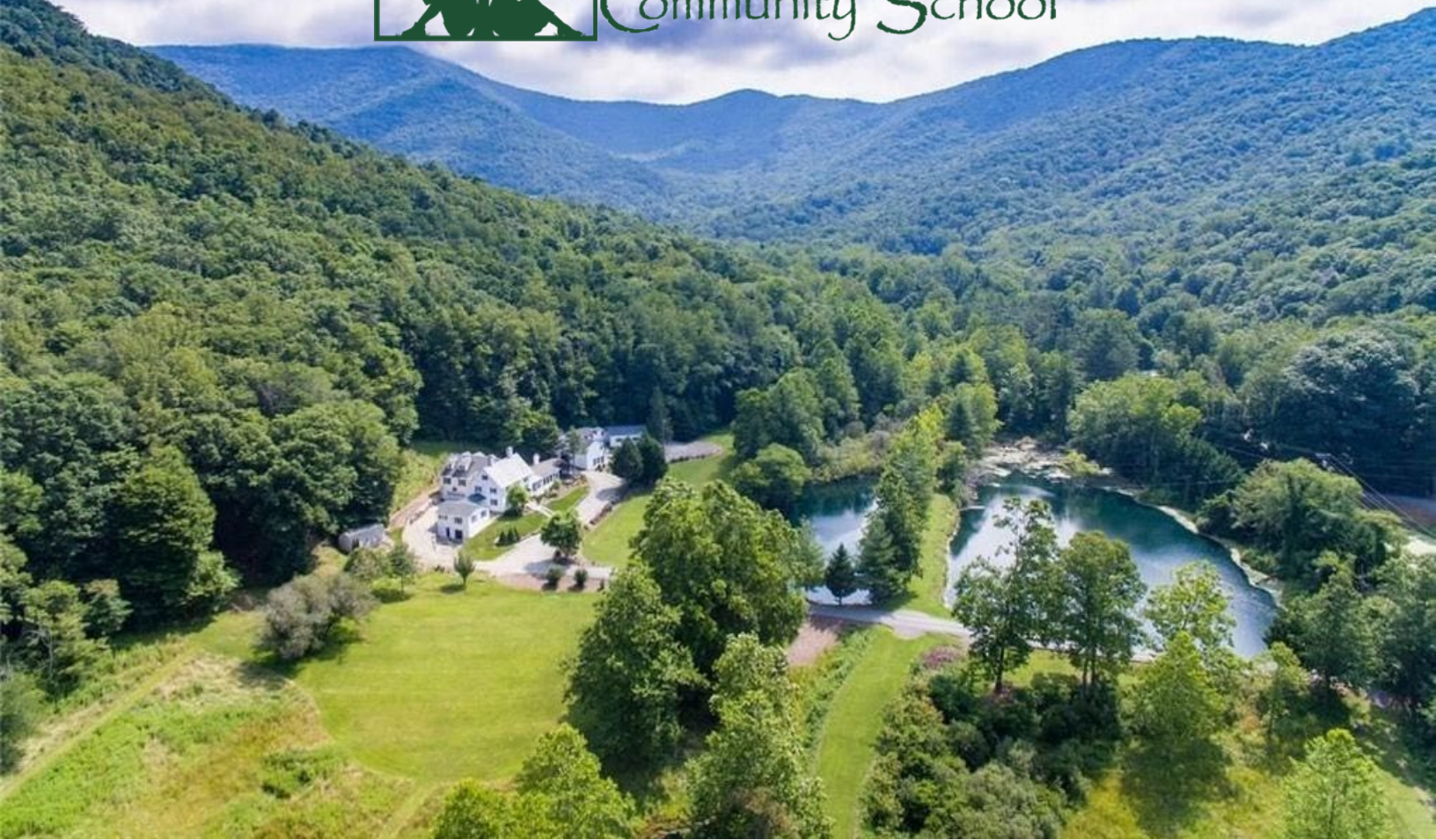




The Learning
Community School



POSITION PROFILE

Head of The Learning Community School December 2021





MISSION STATEMENT

The Learning Community School engages all community members in strong academics and the arts through dynamic teaching and transformative experiences in a supportive outdoor learning environment.

ABOUT THE LEARNING COMMUNITY SCHOOL

The Learning Community School (TLC) was founded in 1996 by a small group of parents and a teacher from Warren Wilson College, who sought to create a cooperative school to satisfy the unique needs of each child through experiential learning, visual and performing arts, outdoor education, service, and challenging academics paired with an emphasis on social and emotional intelligence. In 1998, TLC received its non-profit status and stopped operating as a cooperative but maintained its cooperative spirit in that parents are an integral part of the community. The school was started on the very same campus that was home to the historic Black Mountain College in the 1930s – 1950s, which boasted the likes of Buckminster Fuller and Albert Einstein. To this day, TLC continues the tradition of experiential, innovative education on their campus on Bee Tree Road, just 20 minutes from Asheville. This campus is made up of 40 acres of beautiful Western NC forest, streams, and trails which allows kindergarten through eighth grade students to participate in active outdoor education. Community is created with multi-age classrooms, a team-building curriculum that is integrated throughout each school day, all-school activities, and parent involvement.

The Learning Community School is a non-profit school registered with the North Carolina Department of Non-Public Education. TLC is not a charter school, does not receive any public money, and is not subject to public school regulations. Bi-annual inspections are made to assure that all regulations regarding the operation of a private school are being carried out properly. To learn more: <https://thelearningcommunity.org/>

Vision 2027: The 10-year View

- TLC is known for providing an outstanding whole-child education
- Our spirit of community remains essential, and we continue to enhance our diversity and inclusivity
- The musical and performing arts remain integral
- Outdoor education remains fundamental
- Our middle school program is distinctive and competitive within the Asheville/Black Mountain area
- Our campus and facilities help us achieve programmatic goals
- We remain financially stable and secure, and have a strong sense of longevity
- We enhance our financial aid program
- We undertake appropriate expansion and growth
- We stay true to our values by continuing to cultivate a culture of appreciation and gratitude



Curriculum Goals

TLC's goal is to integrate learning programs that interest, challenge, and encourage students. To put this simply, TLC strives to make learning personal, enriching, and just plain fun. The curriculum is an eclectic blend of units of study from the North Carolina Standard Course of Study, the North Carolina Reference Guide for Integrating Curriculum, and the CORE Knowledge Series (through grade 6). Teachers use these resources to create three-year rotational units of study for science and social studies. The teachers continuously work to create an individualized, child-centered curriculum for the students. At their own pace, students will acquire the standard skills recommended by the NC Board of Education. TLC currently has 99 students enrolled and a staff of nine teachers, three administrative staff and some support staff. TLC's goal is to increase enrollment to a total of 121 students which would include a bigger middle school experience, as well as potentially offering a preschool option on campus.

What TLC Stands For:

- **RIGOROUS ACADEMICS**

TLC prides itself on its ability to set rigorous academic standards without overloading students with an abundance of homework or rote learning exercises. Graduates regularly go on to take Honors and AP courses in high school.

- **EXPERIENTIAL LEARNING**

TLC classes are filled with hands-on, inquiry-based lessons that encourage students to make discoveries.

- **INDIVIDUALIZED INSTRUCTION**

While students engage in units of study as a class, teachers work one-on-one with students to accomplish individual learning goals. Classrooms enjoy a 10:1 ratio.

- **MULTI-AGE CLASSROOMS**

Multi-age classrooms build confidence, mentorship, and leadership in older students. Younger students are motivated by the older students to challenge themselves.

- **ARTISTIC EXPRESSION**

Music, art, and theater are an integral part of the education at TLC. All-school musicals, visual arts instruction along with STEAM, Artful Thinking, and MakerSpace projects all offer opportunities for students to think creatively.

- **SOCIAL EMOTIONAL DEVELOPMENT**

Curriculum for TEAM for grades K-5 and TRIBE for 6-8 involve weekly lessons, exercises, games, and conflict mediation skills. This provides a successful mechanism for handling conflicts that might arise at school.

- **OUTDOOR EDUCATION**

Students can camp, hike, and enjoy playing and learning in the woods. Lessons in primitive skills, canoeing, homesteading, and LNT camping skills are taught to all ages. Students spend a large part of each school day outside. The new 40-acre campus has a creek, ponds, and a trail system, providing many opportunities for outdoor learning.

- **SERVICE LEARNING**

Through service learning, students gain an understanding and appreciation for how their actions impact the greater community outside school.

- **TECHNOLOGY**

It is important for students in grades K/3 to move, play, and learn in an environment free of screen-time. Starting in grade 4, we mindfully introduce students to technology, with an emphasis on digital citizenship.



DECOLONIZATION, EQUITY, AND INCLUSION STATEMENT

- At TLC, we are dedicated to cultivating a strong sense of self within each student that develops into a sense of belonging in the community, which values each member equally.
- This deep level of confidence and compassion requires students to be free from any notions of otherness, inferiority, or superiority.
- We believe humankind is by its nature equal; it is flawed systems and institutions that create inequality, oppression, and a false sense of superiority.
- We continue to refine equity work with our staff through continuing education and professional development, the teaching of a heart-centered curriculum, and inspiring students to be their best selves while cultivating awareness and mindfulness.
- Students practice hands-on self-advocacy, allowing them to gain an understanding of how they learn best and how to respond to conflicts when they arise.

To learn more: <https://thelearningcommunity.org/decolonization-equity-and-inclusion/>

Testimonials

"I started TLC School as a young kindergartner and over my ten years there, the students and teachers quite literally became my family and my home away from home. I left for high school feeling prepared academically and socially. Everything that TLC did for me shaped me to be who I am today. TLC taught me many things, from how to graph a circle to how to build a shelter in the woods, but most importantly, it taught me to love myself and the other people in my school community."
~Maddie Harms | Class of 2011, Asheville School '15

"When she was very young, we worked hard to homeschool our child. But after she turned 7, we realized that — while our child loved learning — we didn't have the time or skills to keep up with her curriculum-based needs. A year at a less-excellent school almost killed that love of learning, and it proved that she needed a more thoughtful educational environment, an environment where she would be challenged to develop academically, socially, and emotionally. We hoped for a school where she could be assessed and appropriately tasked for HER growth, so that her weaknesses could become skills. This all seemed impossible. Thankfully, it wasn't impossible at all... We are thankful for the individual attention, for the specific goal setting and attendant growth arising from it. We are thankful for the community of active seekers raising thoughtful challenge-loving kids. We are thankful that her teachers are doing the hard curriculum work of preparing her for advanced academic rigors. We are thankful that she is able to spend her early adolescence in a place where it is safe to be irony-free...to be a child discovering the world."
~Chris Craig, Attorney





THE OPPORTUNITY

Head of School

The Learning Community School (TLC) is looking for a talented, passionate, and energetic Head of School who will be responsible for leading, developing and managing all aspects of both the day-to-day operations and long-term goals for the school effective June or July 2022. The individual should be a strategic, big picture thinker who will strive to celebrate the legacy and greatness the school has achieved over the past 25 years and help the school grow in the coming years to better serve the demands of the community.

The Head of School is responsible to the Board of Directors for the overall operation and administration of the school. An extremely talented and dedicated long standing staff of teachers and support personnel is currently in place to support the daily functions of the school.

Opportunities for the Head of School:

- Work in partnership with the board to manifest the current strategic plan through 2024 and refine the school's mission and strategic future thereafter; articulate that mission to all constituencies, including students, faculty and staff, parents, alumni/ae, and the broader community; and embody and represent the mission of the school with all constituencies.
- Carry out and review established school policies with the board; serve as a liaison to the board, keeping them informed on all aspects of the school's operation; represent the board to the faculty, staff, students, parents, and other constituencies.
- Supervise the financial management, strategic planning, and fund-raising efforts of the school.
- Maintain the current culture that makes the school so unique.
- Formalize systems in areas such as program development, student evaluation, faculty/staff hiring, evaluation, and professional development, marketing and outreach efforts and summer programming.
- Be responsible for attracting, selecting, hiring, retaining, developing, and evaluating properly qualified faculty and staff, as well as terminating personnel when needed.
- Develop a mid-and long-term marketing plan potentially changing the branding, website etc.
- Ensure the continuation of a strong admission program that has resulted in nearly full enrollment; study and improve student retention to enable more students to have the full primary-to-middle-school grade experience.

- Improve communication among the faculty and between the faculty/administration and the parents in all facets of school life.
- Have direct supervision over and responsibly provide direction to administration and faculty to ensure that school policies are followed.
- Understand educational trends and the local and regional educational landscape.
- Represent with integrity his or her role within the broader network of schools and the community.
- Abide by principles of good practice in all school operations – particularly admission, marketing, faculty recruitment, and fundraising.

Compensation and Benefit Information

A competitive salary will be offered along with a \$300/month health stipend, \$25/month cell stipend, tuition benefits, and generous paid time off.

Desired Qualifications and Competencies:

In considering the work ahead at TLC, the search committee has identified six key competencies that they seek. They hope for a leader with drive, vision, and purpose who will:

- Work with a strategic mindset and plan for the long-term future of the school.
- Instill trust throughout the community.
- Build networks with key strategic partners.
- Drive engagement.
- Maintain the magic of the current TLC culture.

Education, leadership and personal qualities desired in the next Head of School:

- An advanced degree.
- Minimum of three years of demonstrated leadership and management skills in a school setting.
- An educator who understands and appreciates child development—Pre-K/K through middle school.
- A thinker and strategist who can implement the new strategic plan and address any short-or long-term problems at the school.
- The ability to hire and retain highly competent faculty and administrative staff who are committed to excellence and to developing pathways for their continued professional growth.
- A leader who is committed to a highly effective and transparent relationship with the Board.
- A "people person" who enjoys being highly visible in the school and the community.
- An understanding of the value of parents as partners in the education of their children.
- Demonstrated experience in distributive leadership in a school environment.
- Experience in finance, human resources, risk management, and general operations of a school.
- A collaborative leadership style with experience in team building.
- A leader who is committed to diversity, equity, inclusion, and justice and beliefs align with the TLC open and inclusive culture.
- A leader who is committed to transparency and can earn the trust of all constituent groups.
- A person of great energy and work ethic.



PROCEDURE FOR CANDIDACY

To Apply

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply before or by January 14, 2022, will be given first consideration. Interested candidates should submit a resume and letter of interest. To apply, go to: <https://theapplicantmanager.com/jobs?pos=su279>

For more information or to offer recommendations or nominations:

Arasi Adkins, MA
Senior Consultant
Summit Search Solutions, Inc.
Direct: (336) 693-7612
aadkins@summitsearchsolutions.com

The Learning Community School does not discriminate on the basis of race, sexual orientation, color, gender, religious belief, or national and ethnic origin in administration of its educational policies, admissions policies, hiring policies, scholarship and loan programs, or athletic and other school-administered programs.



Summit Search Solutions, Inc. is a boutique executive search firm dedicated to serving education and nonprofit communities nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including North Carolina, New York, Maryland, Kansas, Colorado, and California.



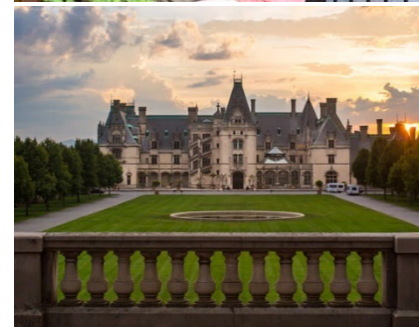
THE GREATER ASHEVILLE AREA, NC

The Learning Community School is located in Swannanoa, NC a quaint town just 20 minutes northeast of Asheville which makes it one of the best places to live in North Carolina. Swannanoa offers residents a suburban rural mix feel where the cost of housing is low relative to the area, and access to restaurants and parks is plentiful. Many young professionals and retirees make up the population of Swannanoa and the surrounding towns like Black Mountain.

Nestled in North Carolina's scenic Blue Ridge Mountains, Asheville is known as an artist's community and college town at heart. In *US News and World Report's* list of **"Best Places to Live,"** Asheville is ranked #48 out of 150 U.S. cities. With its unique mix of hipster coffee shops, award-winning restaurants, outdoor activities, and more breweries per capita than anywhere else in the U.S., you will discover many unique spots in Asheville!

Interesting facts about Asheville and its surrounding areas:

- Ranks as #4 in the **"Best Places to Live in North Carolina"** and #14 in **"Best Places to Retire in the US"** by *US News and World Report*.
- The **Pisgah** and **Nantahala National Forests** are right next door to Asheville as well as the famous **Blue Ridge Parkway**, while the historic **Appalachian Trail** is less than an hour away. Asheville was named as one of the **"15 Best Places to Hike"** in the world by Wildland Trekking.
- Ranked as one of **"5 of the Healthiest and Greenest Cities in America"** by *GreenerIdeal.com*.



For additional information on the Greater Asheville Area, North Carolina, visit:

Asheville Chamber of Commerce: www.ashevillechamber.org

Explore Asheville: www.exploreasheville.com

Black Mountain & Swannanoa Chamber of Commerce: www.exploreblackmountain.com