



ASHEVILLE CITY SCHOOLS

Learn. Discover. Thrive.



**POSITION PROFILE**  
**Superintendent**  
**February 2023**

*In partnership with Summit Search Solutions, Inc.*



*The Asheville City Board of Education is seeking a superintendent who is excited to lead a small, nimble, and progressive school system in the vibrant city of Asheville, North Carolina.*







# ABOUT ASHEVILLE CITY SCHOOLS

Proudly serving its community for over 130 years, Asheville City Schools (ACS) is deeply connected with the history of the community. Located in western North Carolina's Blue Ridge Mountains, ACS is one of fifteen city districts in the state, with 9 educational campuses and about 4,000 students.

Asheville City Schools celebrates each child's passage through educational achievement, a journey championed by a vibrant community of teachers, parents, mentors, staff and fellow students.

Under the care of the [Asheville Board of Education](#), currently consisting of seven members, Asheville City Schools operates nine schools, including:



**Asheville High School**



**Isaac Dickson Elementary School**



**Asheville Middle School**



**Lucy S. Herring Elementary School**



**Claxton Elementary School**



**Montford North Star Academy**



**Hall Fletcher Elementary School**



**School of Inquiry & Life Sciences (SILSA)**



**Ira B. Jones Elementary School**

To learn more, please visit [AshevilleCitySchools.net](http://AshevilleCitySchools.net) and [Why Asheville City Schools?](#)





## **Mission and Vision**

The Mission and Vision of Asheville City Schools is to empower and engage every child to learn, discover, and thrive. Asheville City Schools will create learning environments that ensure Excellence with Equity for all students.

## **ACS District Equity Guiding Principles**

- Eliminating inequities begins with us.
- ACS eliminates systems that perpetuate inequities in order to ensure success for all students.
- All faculty and staff are responsible for serving all students with high expectations and ensuring the success of all students.
- Opportunities are provided so that students may be proportionally represented across schools with opportunities to participate within all facets of the school (e.g. schools, classrooms, courses, teams, clubs).
- Treat everyone with dignity and respect.
- Strong relationships between students, staff, family, and community members are crucial in creating an inclusive and equitable educational system.
- Curriculum and instruction are culturally relevant and rigorous for all learners.
- All teams will co-plan and co-serve to increase capacity, analyze data, design, and implement student-centered instruction.
- Instruction is proactively developed based on individual learners and delivered in flexible learning environments.
- District policies, procedures, and funding are aligned with the Guiding Principles.



# EXCELLENCE WITH EQUITY

Our community deeply values education and equity. We know that our schools, and the students who attend them, should reflect the rich diversity of our city. Every ACS student deserves a great education that fits their needs, but that isn't the reality for all of our students right now.







## THE OPPORTUNITY

# Superintendent

The Asheville City Board of Education is seeking a superintendent who is excited to lead a small, nimble, and progressive school system in the vibrant city of Asheville, North Carolina. Asheville City Schools comprises two high schools, two middle schools, and five elementary schools with a total student body of about 4,000. Asheville City Schools enjoys a staff of gifted educators, an engaged community of students and parents, and some of the highest per-pupil funding in the state. Conversely, the district faces a significant race-based opportunity gap. ACS is looking for a superintendent who has the skills and experience to marshal resources wisely and creatively in the service of every educator and every student, centering its Black and brown students. ACS seeks a superintendent who enjoys learning, who is excited to engage students and educators alike, and who brings joy and curiosity to their leadership. Additionally, ACS seeks a superintendent who shares with their team the conviction that every student is capable of achieving their dreams and goals, and a commitment to the success of educators and students alike. ACS is looking for a bold servant leader committed to anti-bias, antiracist practices.

Candidates must meet the legal requirements to be licensed as a superintendent in North Carolina or be qualified to serve under the State Board of Education's alternative guidelines. Central-office and building-level experience are preferred. The successful candidate will be required to reside in Buncombe County and are encouraged to reside in the Asheville City School district. Salary is competitive and negotiable and will be commensurate with experience and a history of demonstrated leadership. **Applications are due by March 23, 2023.**



The mission of the Asheville City Schools is to "create learning environments that ensure Excellence with Equity for all students" and to "empower and engage every child to learn, discover, and thrive." As the Board of Education reviews superintendent applications, they are looking specifically for:

1. a visionary and dynamic leader;
2. strong communication skills;
3. experience in effectively leading and inspiring a team;
4. leadership in academic instruction, curriculum, and administration;
5. ability to engage collaboratively in strategic planning, decision-making, delegation, and follow-through that emphasizes coherence of vision and implementation throughout the district;
6. a leader who will listen to the educators and community partners and build upon and nurture the programs that have proven to support student growth;
7. experience effectively managing a budget, personnel, and facilities;
8. success in identifying and procuring additional funding;
9. demonstrated leadership in maintaining safe, orderly, and nurturing school environments that uplift students who experience multiple challenges, including racism; and
10. a history of community leadership and involvement.

The successful candidate will be able to provide decisive leadership in an environment rich with diverse opinions that all echo a common theme: Make public education in Asheville meaningful for every child!

All applications will be kept confidential. The successful candidate should be prepared to take office by no later than July 1, 2023.







# PROCEDURE FOR CANDIDACY

## To Apply

Confidential review of applications will begin immediately and continue until the position is filled. The deadline to apply is **March 23, 2023**. Interested candidates should submit a resume and letter of interest detailing their background and experiences as it relates to the position. **To apply, go to: <https://theapplicantmanager.com/jobs?pos=su351>**

## For more information or to offer recommendations or nominations:

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Asheville City Schools provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.



[Summit Search Solutions, Inc.](https://www.summitsearchsolutions.com) 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, California, Kansas, Maryland, and New York.



# ASHEVILLE, NORTH CAROLINA

Asheville is the hub of Western North Carolina and serves as the cultural, medical and economic center for the region. As a small southern town with the conveniences and amenities of a larger city, Asheville is on the forefront of social and climate justice, the arts and creativity, and entrepreneurship. It is one of only two cities in the country actively engaged in reparations work; climate resiliency and combatting climate change are woven into the City and Buncombe County's comprehensive plans; start-ups bloom here as vibrantly as the dogwoods and rhododendrons.

The breathtaking Blue Ridge Mountains serve both as a backdrop to the dynamic downtown and as an invitation for a variety of outdoor activities, such as hiking, camping, biking, rafting and tubing. The Blue Ridge Parkway ribbons through Asheville, Great Smoky Mountains National Park is nearby, and the Appalachian and Mountains-To-Sea Trails are steps away. Other attractions that draw people from all over the country, and indeed the world, include the Biltmore Estate, the Grove Park Inn, and the North Carolina Arboretum. The University of North Carolina at Asheville consistently wins accolades as one of the top liberal arts colleges in the country, both in terms of quality of educational experience and value. The University collaborates on a variety of community initiatives, as does Lenoir Rhyne University, Western Carolina University, and Warren Wilson College – all at Asheville's doorstep.

Downtown Asheville has been nicknamed "The Paris of the South." The city's rich architectural legacy, with its mix of Art Deco, Beaux Arts, and Neoclassical styles, is the perfect retro-urban skyline for the energy that emanates from the locally owned shops and art galleries, the distinctive restaurants and cafes, and the exciting entertainment venues. Visitors comment on the welcoming and friendly climate of the city, while locals are engaged in collaborations and partnerships that strive to make Asheville a better place for everyone to live. We sit in the tension between our small-town southern history and a visionary future, providing space for community leaders, statespeople, artists, activists, young people and retirees to work together to create a present Asheville that is accommodating and rewarding for all.



***For additional information on Asheville, North Carolina, visit:***

[Asheville Chamber of Commerce](#)  
[Explore Asheville](#)

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 *GreenerDeal.com*.