

# ASSOCIATE HEAD OF SCHOOL FOR ACADEMIC AFFAIRS

**RAVENSCROFT SCHOOL**

Raleigh, North Carolina

[ravenscroft.org](http://ravenscroft.org)

Start Date: July 2025



**RAVENSCROFT®**



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# Mission

The Ravenscroft community, guided by our legacy of excellence, nurtures individual potential and prepares students to thrive in a complex and interdependent world.

# Vision

Through implementing Framing Our Future, the strategic plan for Ravenscroft, we will continue building upon our legacy of excellence and further enhance our professionals, our programs, our community relationships and our institutional sustainability and philanthropy.

## At a Glance



Established  
1862



Total enrollment  
1,255



Total employees  
271



Endowment  
\$27.7M



Students of color  
35%



Financial aid awarded  
\$3.8M



Teaching faculty with  
advanced degrees  
71%



Annual operating budget  
\$40M



Faculty of color  
24%



Students receiving aid  
19%



Campus size  
135 acres



## Overview

A premier PreK through twelfth grade community in North Carolina’s vibrant Research Triangle, Ravenscroft is guided by a legacy of excellence and boasts a history of robust, strategic, and creative academic and co-curricular programming that nurtures and prepares students to “thrive in a complex and interdependent world.” Alongside excellent academic, athletic, and artistic programs, Ravenscroft is deeply committed to supporting student health and wellness and preparing students to embody citizen leadership at Ravenscroft and beyond. [The Lead from Here](#) educational framework, one of the hallmarks of a Ravenscroft education, is offered through an exclusive partnership with the Center for Creative Leadership; from the earliest age, students develop leadership competencies including collaboration, accountability, strategic thinking, and empathy.

Ravenscroft’s antecedents date to 1862 and the final wishes of Dr. Josiah Ogden. Renamed after the Right Reverend John Stark Ravenscroft in 1937, the school opened its doors that fall with 135 students and 10 employees. Now, after over 160 years of service and with a student population of 1,255, Ravenscroft is widely regarded as one of the finest PreK through twelfth-grade independent schools in the southern United States. In 1968, Ravenscroft relocated to its current 135-acre, wooded campus in North Raleigh, where the school offers excellent facilities that support students’ growth across many dimensions.

The Associate Head of School for Academic Affairs will work alongside [Derrick Willard](#), who joined Ravenscroft as the school’s 15th Head of School in July 2024. The Associate Head of School for Academic Affairs will be an active and visible presence on campus and will play a critical role in the day-to-day operations of the school, as Ravenscroft delivers on its mission to nurture individual potential and prepare students to thrive in a complex and interdependent world. Specifically, this leader will hold responsibility for providing vision, coordination, and oversight as they relate to delivering the highest quality academic programming at Ravenscroft, ensuring structures, strategies, and systems for teaching and learning are aligned, adaptive, and consistent with current best practices. The Associate Head for Academic Affairs will join a highly collaborative senior administrative team and will serve as a critical partner to the Head of School and Associate Head of School for Student Affairs. This forward-thinking, curious, adaptive, and resourceful academic leader will lead with a “yes, and” stance, bring demonstrated experience facilitating schoolwide academic change, and delight both in imagining possibilities and bringing those possibilities to fruition.



## Roles and Responsibilities

The Associate Head of School for Academic Affairs will work collaboratively with all constituents at Ravenscroft to enhance the school's ability to deliver on its mission by nurturing the diverse and inclusive community of learners and fostering the academic, artistic, athletic, and personal development of each student. In partnership with the Head of School, Associate Head for Student Affairs, division heads, and other senior administrators, the Associate Head for Academic Affairs will be a highly visible presence in the school, serving as a thought partner to the Head of School and shaping the day-to-day implementation of Ravenscroft's educational program. Direct reports will include the Heads of Lower, Middle, and Upper School, Director of Fine Arts, Director of Library Services, and Director of Global Education. Core responsibilities are likely to include:

- Support, refine, and augment Ravenscroft's excellent academic program, working in close partnership with the division heads and department chairs and maintaining a visible and collaborative presence in the life of all three divisions and the fine arts department
- Work collaboratively with the Director of Community, Culture, and Belonging and the Associate Head of School for Student Affairs to construct inclusive and healthy learning environments and a representative curriculum for a diverse group of teachers and students
- Serve as a thought leader within the Ravenscroft community and nationally, sharing expertise and best practices, speaking and presenting on Ravenscroft initiatives, and helping to elevate the visibility of Ravenscroft successes
- Oversee the Academic Committee, comprised of department chairs and division heads, developing and implementing curricular and pedagogical goals
- Promote the growth, development, efficacy, and professionalism of the faculty by overseeing the faculty growth and evaluation programs and the professional development system
- Along with the Associate Head of School for Student Affairs and the Director of Human Resources, coordinate support and training for New Faculty Orientation, including Ravenscroft's *Leadership Essentials* program at the [Center for Creative Leadership](#)



- Assist the Head of School in coaching, mentoring, and supporting academic leaders across campus
- In collaboration with the Associate Head of School for Student Affairs, develop and serve as faculty of the school's internal leadership development system, *Next Level Leadership*
- Assist the Head of School, Human Resources office, and division heads with faculty recruitment, hiring and evaluation
- Manage all aspects of the SAIS accreditation process (next accreditation in 2027), as well as departmental and divisional visitations to Ravenscroft
- Serve as liaison to the Board of Trustees Educational Stewardship Committee and attend Board meetings as needed
- As necessary, represent the Head of School at internal and external meetings, presentations, and committees

## Qualifications and Personal Attributes

The Associate Head of School for Academic Affairs will bring an impressive record as an educator and community builder who has previously served in roles of considerable responsibility. The most competitive candidates will offer most or all of the following qualifications and qualities:

### Professional Qualifications

- Nuanced understanding of the academic and programmatic dimensions of a complex, multi-division independent school
- Experience as a curricular leader and deep knowledge of current best practices and innovation in curriculum and pedagogy, preferably across multiple school divisions
- Strong interpersonal skills and the ability to communicate orally and in writing with inspiration and clarity to both internal and external audiences
- The ability to articulate vision and strategy, the tactical skills to deftly manage the systems and processes necessary to implement strategy, and the organizational fluency to manage multiple streams of information and respond to situations as they emerge



- Demonstrated history of educational thought leadership and professional generosity
- Personal and professional commitment to diversity, equity, inclusion, and belonging and the requisite skillfulness to support student and faculty growth in this area and to facilitate critical conversations in the design of ever-more inclusive curriculum and programs
- Experience recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty
- A history of thoughtful innovation moderated by a skillful and sensitive approach to change

### **Leadership Style and Personal Qualities**

- Commitment to hard work and creative problem solving while demonstrating humility and a commitment to personal growth and learning from and with one's colleagues
- A spirit of curiosity that fuels the pursuit of evolving best practices and current research on curriculum and pedagogy
- The courage, confidence, and humility to advocate for new ideas, invite disagreement, and welcome feedback, engaging in challenging conversations with grace
- Eagerness to engage actively with students and faculty and willingness to prioritize visibility amidst the demands of a busy professional schedule
- A growth mindset, recognizing that "great schools are always becoming"
- The ability to navigate complexity, in part through effective prioritization, delegation, and management of systems
- Reflective and thoughtful, upholding the highest levels of integrity
- A style grounded in approachability, transparency, and responsiveness

## Learn More

Click on the links below to learn more about Ravenscroft School.

[School Website](#)

[Portrait of an Educator](#)

[School History](#)

[Center for Creative Leadership](#) (school partner)

[Strategic Plan](#)

[Diversity, Equity, Inclusion, and Belonging](#)

[Vision and Core Values](#)

[College Matriculation](#)

[Portrait of a Graduate](#)

[About Raleigh, North Carolina](#)



## To Apply

Interested candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing interest in this particular position
- A current résumé

As the process moves forward, selected candidates may be asked to submit:

- Writing samples specific to this search
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission)

**Review of candidate materials will begin immediately.** Candidates are invited to contact the consultants in confidence and to submit a résumé and cover letter as soon as possible to:

**Marsha Little**  
Senior Consultant  
marsha.little@carneysandoe.com

**Amy Rogers**  
Consultant  
amy.rogers@carneysandoe.com