



THE FLETCHER SCHOOL  
THE RANKIN INSTITUTE

# Head of School Search

July 1, 2022

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The Fletcher School  
The Rankin Institute  
8500 Sardis Road  
Charlotte, NC 28270  
[www.thefletcherschool.org](http://www.thefletcherschool.org)



The  
Education  
Group

# Mission

The Fletcher School empowers students with learning differences to achieve bright futures by offering an individualized, multisensory, college preparatory curriculum that prepares them to reach their full potential.





## OVERVIEW



As it enters its 39th year, The Fletcher School (TFS) offers a college preparatory curriculum that prepares students to reach their full potential. TFS is a co-ed, independent school serving 280 students in kindergarten through grade twelve. The program has successfully prepared students to move into elementary, secondary, and post-secondary academic environments. The bright, talented, and often gifted students learn in small, structured classes with a 6:1 student-to-teacher ratio. All Fletcher School academic programs are based on the Orton-Gillingham method of instruction which utilizes phonetics and emphasizes visual, auditory, and kinesthetic learning styles.

The Fletcher School is accredited by the dual standards of SAIS-SACS (Southern Association of Independent Schools and Southern Association of Colleges and Schools-Cognia). The school is approved as a Non-Public School by the North Carolina Department of Public Instruction (NCDPI).



## HISTORY

The Fletcher School opened its doors for the first time in August 1982. It was the culmination of a dream and the result of untiring efforts by a group of parents, including Mac Fletcher, who were frustrated by the lack of educational options for their children with learning differences. The original Board of Directors rented space at Providence Baptist Church and the school began with a principal, a teacher, six students, and high hopes. In 1984, The Fletcher School, having outgrown the Providence Baptist Church space, moved to larger quarters at St. Mark's Lutheran Church. In the fall of 1993 the School moved back "home" to expanded facilities at Providence Baptist Church to accommodate the seventy five students then attending the program.

In 1995, Margaret Sigmon, M.Ed. was hired as Head of School. She brought with her a vision of a comprehensive program on a private campus. Eight years later, in the fall of 2003, The Fletcher School opened its facility on Sardis Road and added kindergarten and twelfth grade classes.

Today, the School serves over 280 students in grades K-12 with a faculty and staff of more than 90. The after-school program has expanded to include many clubs and activities and the athletic program supports ten competitive sports.





## THE RANKIN INSTITUTE



Recognizing that The Fletcher School cannot serve every child in the community with learning differences or attention deficit disorders, The Rankin Institute began operating in 2004 as an outreach program to provide education and resources to teachers, professionals, and parents beyond those directly involved with the academic programs at Fletcher.

The Institute strives to improve the quality of services and educational experiences of students with learning differences and attention deficits by training teachers and other professionals in the latest methodology and practices in the field of exceptional children. It supports families by providing education and practical techniques for understanding and parenting their children identified with learning differences. Oversight is provided by the head of school who also serves as The Rankin Institute's director.





## PROGRAM FEATURES



All Fletcher School academic programs are based on the Orton-Gillingham method of instruction as developed by Dr. Samuel T. Orton and educator Anna Gillingham. The Orton-Gillingham methodology utilizes phonetics and emphasizes visual, auditory and kinesthetic learning styles.

Instruction begins by focusing on the structure of language and gradually moves towards reading. The program provides students with immediate feedback and a predictable sequence that integrates reading, writing, and spelling. The Orton-Gillingham method is language-based and success-oriented. Content courses such as Social Studies, Science, and Math, are taught using the same multisensory techniques of instruction.

In addition to a fully accredited course of instruction for grades K-12, one-on-one tutoring by Fletcher School teachers is available through the After School and Summer Tutoring Program.



# THE FLETCHER SCHOOL - THE RANKIN INSTITUTE FAST FACTS

## SCHOOL



**Grades K-5:** Serving students with specific learning differences

**Grades 6-12:** Serving students with specific learning differences and/or attention deficit disorders

**Enrollment:** 280, 59% male, 41% female, 11% students of color

Designated as an Apple Distinguished School

## FACULTY



**Student/Teacher Ratio:** 6:1

**Full-time Faculty:** 57

**Advanced Degrees:** 60%

## TUITION & FINANCE



**Grades K-5:** \$25,600

**Grades 6-12:** \$27,000

**Financial Aid:** \$345,000 awarded to 25 families

**Endowment:** \$10 million

**Operating Budget:** \$8.5 million

## Memberships & Accreditation



National Association  
of Independent Schools



North Carolina Association of Independent Schools



SERVING & ACCREDITING  
INDEPENDENT SCHOOLS



Learning Disabilities  
Association of America



Council for  
Exceptional  
Children



Children and Adults with  
Attention-Deficit/Hyperactivity Disorder



## LIVING IN CHARLOTTE



Charlotte, North Carolina is one of the nation's fastest growing, economically prosperous and most attractive cities. Famous for banking, it is also a center of higher education, home to the University of North Carolina at Charlotte, Queen's University, Johnson C. Smith University, Central Piedmont Community College, and Johnson and Wales University.

Charlotte offers a vital cultural life generously supported by the community including art museums, and centers for theater, music and science. A major medical center includes regional hospitals and a new medical school affiliated with Wake Forest University. Several professional sports teams add excitement to the city. Charlotte Douglas International Airport is a transportation hub and the surrounding area offers a variety of leisure-time activities.

# The Position

The next Head of School must have a leadership style that is open and transparent; he/she must also possess an engaging and dynamic personality and the ability to balance a community that provides a joyful educational environment that empowers students and transforms lives. The head will be a visionary leader with exceptional communication and mentoring skills, and one who can inspire the confidence and respect of the entire school community. The new Head will be charged with articulating the school's value proposition, and actively promoting The Fletcher School to the greater Charlotte community.

The senior administrative team, a group of seven leaders, reports to and works closely with the Head. The faculty includes a dedicated group of 57 professionals, 60% of whom have advanced degrees. The Head collaborates with and reports to the 21 member Board of Trustees.

Responsibilities begin July 1, 2022.





# QUALITIES AND QUALIFICATIONS



A successful candidate will exhibit:

## Professional Qualities

- Strong leadership skills: a leader who can mentor and develop other aspiring leaders at all levels in a dynamic educational setting
- Passion for and commitment to the mission of the school and the Rankin Institute
- Demonstrated ability to motivate and inspire others to achieve high performance and maintain culture of bi-directional feedback
- Clearly articulated reasons for wanting to serve The Fletcher School, its students, faculty, and parents
- Experience with, an appreciation of, and/or a strong desire to become proficient with educational philosophies that undergird institutions serving students with learning differences
- Ability to set and clearly communicate expectations to teachers, administration and staff
- Demonstrated ability to communicate in oral and written form and the motivation to use these skills in service of the mission of The Fletcher School and the Charlotte community
- Demonstrated leadership in educational institutions
- Demonstrated experience with operational management

## Personal Qualities

- Genuine love of working with students in a dynamic learning environment
- Strong relational skills such that students, faculty, and parents respond to offered leadership
- Enthusiasm for all aspects of school life and intention to be visible to all constituencies
- Commitment to transparent decision making and willingness to listen and discuss ideas and issues with colleagues, parents, and larger community
- Strong interpersonal and collaboration skills with the ability to influence others and drive outcomes
- Commitment to an inclusive vision of the school
- Displays high integrity and adheres to the highest ethical standards
- Sound critical thinking skills with a strategic mindset
- Proven ability and passion to lead
- Desire to live in Charlotte and represent Fletcher in the community to elevate visibility and respect for many reasons, including fundraising

## Education

- Appropriate advanced academic degrees



## QUALITIES AND QUALIFICATIONS



### Challenges and Opportunities

The next head of The Fletcher School will have a range of opportunities to demonstrate leadership toward the fulfillment of the school's mission:

- The head will have the opportunity to appreciate and continue the strong traditions of The Fletcher School
- The head will continue to hire, support, inspire and retain strong and able faculty
- The head will lead the continued implementation of the school's strategic plan and financial development program
- The head will provide leadership for the continued growth and development of the upper school
- The head will passionately articulate the mission and strengths of the school to prospective families and the wider community
- The head will explore new ways to advance the work of The Rankin Institute, one of The Fletcher School's great strengths





# How to Apply

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Prospective candidates should send the following materials in a single PDF document to the search consultants. Candidates will be evaluated as materials received with priority to those who request interviews by October 20th.

- Letter of interest specifically addressing this position and school
- Resume (education and work experience)
- Statement of educational philosophy
- List of five professional references with contact information
- Letters of reference, if available, but not required



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