



The Opportunity

Southern Teachers Agency is assisting Woodlawn School in its search for a highly motivated Athletic Director to join a growing school community that knows the value of a vibrant sports program in young lives. The Athletic Director must be a passionate leader and a well-organized manager who will promote an exciting vision for Woodlawn athletics. Woodlawn currently fields teams in eight interscholastic sports, with 70% of its students participating. It is a member of the North Carolina Independent School Athletic Association, and it competes at the 1A level. For a young school, small in numbers (its Upper School has 59 students), its teams and individual athletes have accomplished remarkable things.

Mission: To produce independent, lifelong learners who are responsible, contributing members of a diverse global society.

The Director of Athletics, as a member of the Senior Administrative Team reporting to the Head of School, is responsible for organizing and overseeing athletics program

budgets, personnel, and facilities. Woodlawn School is financially secure and enjoying remarkable growth. The next AD will be expected to support and sustain this momentum by establishing ambitious new program goals, creating a cohesive athletic department philosophy, hiring and developing outstanding coaches, communicating effectively with all stakeholders, and expanding sports offerings and facilities.

The school seeks candidates with imagination, ambition, integrity, and strong work ethic, who want to grow as leaders while contributing to an exciting transformation at Woodlawn School.

Woodlawn School is a coeducational day school serving over 200 students in kindergarten through grade 12.

To Apply

Woodlawn School has selected **Southern Teachers** to lead the search for their next Athletic Director. For application instructions, please see the last page of this profile.





Athletic Director

Woodlawn School
Davidson, North Carolina
July 2021 • woodlawnschool.org

The Position

The Athletic Director helps to ensure that the curriculum supports students' physical and health development at all levels, kindergarten through grade twelve. The AD leads the school's Life Sports program, working closely with teachers to prepare student-athletes for competitive opportunities in Middle and Upper School, and to develop instruction and activities strategically aligned to foster lifelong health and wellness, as well as the prosocial values of teamwork, persistence, resilience, good sportsmanship.

As leader and spokesperson for all interscholastic sports, the Athletic Director develops coaching standards, supervises and supports coaches in meeting those standards, supports hiring of faculty who can coach, develops training and conditioning programs for student-athletes, oversees facilities and field maintenance, and manages the department budget. Perhaps most important, the AD models the highest level of sportsmanship and school spirit to rally support in the school and local community.

Candidates must hold graduate degrees in education, leadership, sports management, physical education, or similar fields. They must have substantial records of success as coaches and at least three years of experience in athletic administration and leadership, ideally at independent schools.

The Role & Responsibilities

- Lead a strategic planning process to advance the scholar-athlete profile throughout school life.
- Develop and publish annual goals and benchmarks for faculty and coaches, liaise with and support the school's marketing and development team, and reinforce the success of the Woodlawn Way of academic and athletic excellence in the larger community in keeping with the strategic plan, which centers on Growth, Operational Excellence, and Securing Foundation to sustain excellence.
- Collaborate with Division Heads in designing a cohesive Life Sports curriculum that benchmarks all students' development, from kindergarten through Upper School, and includes skill development for future participation in sports.
- Develop Lower School extracurricular programs that encourage sports participation at school and in the local community.
- Help healthcare professionals ensure that proper measures are in place to protect athletes.
- Lead by activity and example in developing, organizing, supervising, and evaluating all aspects of the school's intramural and interscholastic athletic programs.
- Establish standards that unify coaches and support the school's educational mission through the development of students as scholar-athletes.





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Responsibilities *(Continued)*

- Supervise, train, and mentor coaches who are committed to the highest levels of professionalism.
- With Operations staff, oversee sports equipment and facilities maintenance, security, planning, and rental opportunities.
- Assist the Head of School and administrators in faculty hiring to include excellent coaches.
- Submit regular sports updates and information to the Advancement Office for publication.
- Prepare and manage the athletic program's budget.



- Help coaches develop athletes' seasonal goals with documentation, statistics, and records.
- Revise the coaches' manual as needed each year and meet with coaches to review information and standards in detail.
- Organize off-campus athletic programs and coordinate them with the three division principals.
- Oversee distribution, collection, cleaning, repair, and storage of uniforms and equipment.
- Take responsibility for the health and safety of all students in the athletic program.
- Perform other duties as assigned by the Head of School and support the school's leadership.



- Schedule athletic contests, arrange for transportation, and hire officials.
- Join the college counseling office in supporting student-athletes in their college sports aspirations.
- Help the admission office to attract prospective students for enrollment.
- Represent the school in various state, regional, and national athletic associations.
- Maintain team and individual sports records and share them with the Advancement Director for historical purposes.





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The School

Overview

Founded in 2002, Woodlawn School has enjoyed growth and success by focusing on its mission, philosophy, and core ethos. Woodlawn is accredited by SAIS (the Southern Association of Independent Schools) and SACS (the Southern Association of Colleges and Schools).

The school's faculty, curriculum coordinators, and administrators have developed an integrated, project-based curriculum that sets Woodlawn apart from other independent schools in the area. Dedicated teachers continue to refine the school's signature project-based curriculum and participate in meaningful, reflective professional development.

The school is financially stable. In recent years, Woodlawn has completed \$1 million of capital improvements, including the Alumni Track and Field complex, which includes a certified 400-meter, eight-lane track, and natural grass soccer field built to NCAA standards.

Woodlawn's project-based learning approach is unique among local schools. Teachers are intentional about ensuring curricular relevance to students' lives and real-world problems. Students are excited about learning and are well prepared for college. The campus gives students plenty of room for hands-on, environmentally conscious engagement with their surroundings. But learning beyond the classroom is a distinctive strength of the Woodlawn experience. In pre-COVID times,

students benefited from the riches offered by urban Charlotte, by attending symphony performances, patronizing public and university libraries, and participating in service projects. As the school emerges from COVID, it seeks to develop a thoughtful, intentional way to reengage students in local resources, and to use technology to develop new programs and experiences that enhance and enrich the student experience.

History

In the early 2000s, Dwayne and Karen Bowman had just moved to Davidson, North Carolina from the West Coast. They wanted a progressive, experiential academic program for their children but were unable to find it among local schools. Recognizing that Davidson area schools enjoyed a sound reputation, the Bowmans hoped to offer more than a good school. They sought to build a new and different experience for children: a school that children would enjoy attending, where they could become full learning partners with their teachers.

Woodlawn School opened in 2002 with seven students and four teachers. Today, it features 206 students, K-12, and 141 young alumni.

From the outset, Woodlawn has created an environment where all students have access to stimulating, thoughtful, hands-on, dynamic learning experiences. Every aspect of the school has been continuously refined and enriched, expanding possibilities for students. All members of the Woodlawn community can participate in and shape the school's ongoing development. The school stands in a strong position for further growth—maintaining proud roots in its values, principles, and traditions, while looking to the future with excitement.

Athletics

In recent years, the athletic department has focused on building school spirit. Before the onset of COVID, the gameday experience improved tremendously thanks to the partnership of its new and dynamic Boosters Club. As the school emerges from COVID, the AD must play a key leadership role in reigniting those programs and relationships.

The athletic program is strongest in the Middle School, where it fields eight teams. In the Upper School, which fields thirteen teams, Woodlawn has experienced strength and success in Boys





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The School *(Continued)*

Soccer, Coed Cross Country and Track, Girls Volleyball, and Boys Basketball. On an individual level, its athletes have experienced great success and high achievement in those sports, as well as Swimming, Tennis, and Golf. Athletes and parents appreciate the excellent facilities—a state of the art track, playing field, indoor gym, and excellent running trails. All campus sports facilities are well cared for. The next Athletic Director will build on this foundation and take the program to the next level in terms of student participation levels in all its varsity programs, facilities, leadership development, and success on the field.

Future

Woodlawn's enrollment is projected to grow from its present 206 students to 400 students over the next ten years. Parent engagement in the school and athletics is very positive, and at a high level. Woodlawn's community is eager to see the breadth and depth of its athletic program grow in ways that embody the school's values and ideal.



The Campus

Just north of Davidson, NC, the historic, 61-acre campus is one of the key differentiating features of the Woodlawn experience. It has been thoughtfully designed with a commitment to retaining both its historical legacy and its natural surroundings. This forested space provides students with a sense of connection to the natural world, underscoring Woodlawn's goal of imparting the importance of conservation and care for the environment.

At a Glance

- Founded: **2002**
- Grades: **K-12**
- Total Enrollment: **206**
- Average Class Size: **12**
- Graduate AP Scholars: **57%**
- College Merit Scholarships: **70%**
- Faculty with Advanced Degrees: **70%**
- Varsity Teams: **13**
- Middle School Teams: **8**
- Athletic Associations: **NCISAA, SPAA**

Academics

Woodlawn believes its curriculum, like the world, should be integrated. To make learning relevant and meaningful, lessons from various subject areas are linked through common themes. Students gain deeper understanding of central concepts as they make connections and apply lessons to real-world contexts. As they study core topics and learn skills in social studies, science, math, reading, and writing, students engage in group discussions, in-depth research projects, presentations, and performances. Teachers strive to create classroom atmospheres that are student-driven, challenging young people to seek knowledge and wisdom. Woodlawn's faculty, curriculum coordinators, and administrators have developed an integrated, project-based curriculum that creates enthusiastic, motivated, lifelong learners. Woodlawn students engage in meaningful year-long relationships with service partners at every grade level, and the school has been adept in adapting these relationships during the COVID-era. Students are challenged to gain perspective and venture out of their comfort zones as they develop a true sense of community responsibility.

The Students

Woodlawn School is committed to establishing a student population whose social, economic, and racial diversity reflect the larger community. Students from unique backgrounds bring with them unique talents, skills, experiences, and approaches to the world. The school strives to embrace and celebrate these differences. In this way, students are prepared to engage meaningfully in society beyond their Woodlawn years. Woodlawn students show solid academic ability, sound character,





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The School *(Continued)*

interest in extracurricular activities, maturity, independence, and a concern for the external world. Woodlawn attracts students who will benefit most from its multidisciplinary approach to learning. More than half of all Woodlawn graduates have earned Advanced Placement (AP) Awards for their exceptional performance on AP exams. Ninety-eight percent of Woodlawn alumni have matriculated at four-year colleges and universities, many of them among the nation's most selective.

Many of Woodlawn's 141 young alumni—they range in age from 19 to 28—have gone on to medical school, law school, and Master's degree and Ph.D. programs in the humanities, math, chemistry, and astrophysics. Many are entrepreneurs or have leadership positions in emerging tech firms, media, and other creative endeavors.

The Community

Woodlawn School is located almost exactly on the border of Iredell and Mecklenburg Counties. Though the school's address is in Mooresville, it is physically closer to the center of Davidson. The existence of an excellent, progressive, independent school option Woodlawn School has greatly benefited the local community.

The town of Mooresville grew up around a railroad depot, and industry has followed ever since. Textile mills dominated the local economy for many years. Today, Mooresville is known as Race City USA, home to more than 60 NASCAR teams and related businesses. It also features two automotive museums.

The town of Davidson was founded concurrently with the establishment of Davidson College. As with many small college towns, the fortunes of the college and the town have been linked since the beginning, to the benefit of both. Today, Davidson College is one of the top liberal arts colleges in the country and the town of Davidson is ranked highly for quality of life and town planning. With more retirees and commuters choosing to live in Davidson alongside college professors and students, excellent restaurants and specialty shops have developed to cater to the new market.

Philosophy

- Provide a superior learning environment by encouraging critical thinking, curiosity, and diligence.
- Promote students' personal growth by encouraging their creativity, leadership, and individuality.
- Be socially responsible by valuing multiple perspectives, compassion, tolerance, and respect.
- Advance environmental sustainability in curriculum, school culture, and stewardship of land and resources.



Woodlawn is close to Lake Norman, the largest human-made body of water in North Carolina. It is also only half an hour's drive from Charlotte. The area benefits from the cultural and economic amenities that the Queen City provides, but residents have also worked to preserve the rural, small-town strengths and charm that have made the area special for over 100 years.





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Application Process & Timeline

For most thorough consideration, candidates for the Athletic Director position should submit applications to Southern Teachers (available at [SouthernTeachers.com](https://www.southernteachers.com)) along with a current resume and a cover letter explaining their interest in and qualifications for this leadership position.

Questions may be directed to Mr. Jamie Estes at Estes@SouthernTeachers.com or 434-295-9122. *Please do not contact the school.*

Initial interviews with the consultant at Southern Teachers will be ongoing.

The new Athletic Director will begin work July 2021.

