



North
Cross
School

Director of Development Search

July 1, 2022

North Cross School

4254 Colonial Ave, Roanoke, Virginia 24018

540-989-6641

www.northcross.org



The
Education
Group

Mission

North Cross School is an independent, nonsectarian, college-preparatory school located in Roanoke, Virginia, that serves children from early childhood (age 3) through twelfth grade. North Cross provides a rigorous academic curriculum, competitive with the best college-preparatory schools in the Commonwealth of Virginia.

While we explicitly recognize the importance of intellectual development and academic achievement, we also strive to promote personal integrity, empathy, and responsibility to self and community. Through this, our graduates will act as leaders in the local and global communities, persons of intellectual and moral courage, and scholars in the service of others.





OVERVIEW



The only accredited, coeducational, independent, college preparatory school in the Roanoke Valley in southwestern Virginia, a region with about 325,000 residents, North Cross School has served students and families since its founding in 1944. More than five hundred children from three years old through high school are included in the student body. In addition, North Cross operates a campus in Shanghai, China.

The buildings and grounds are on a beautiful 77-acre rural campus with close proximity to downtown Roanoke. The campus includes five buildings, four athletic fields, an athletic center including a pool, and tennis center, a Head of School residence, and ample green space. Thanks to a recently completed \$13 million capital campaign, the campus has been revitalized in the past two years. New science labs, a design lab, a library and learning center, and a student commons have been added, and the theatre/auditorium has been renovated and significantly improved.

The academic program is age-appropriate and designed to prepare graduates for competitive colleges. The Lower School includes grades Junior Kindergarten (3) through eighth grade, while the Upper School consists of grades nine through twelve.

North Cross balances an academically rigorous program with significant focus on character development. The school's inclusivity statement openly declares its commitment to a diverse environment that respects all students. The Honor Code, supported by a student-run Honor Council, defines the school's expectations for student integrity. A robust community service program provides opportunities for all students, even the youngest, to engage in activities to benefit the community. A Senior Buddy program pairs the oldest students with the youngest and helps to bridge the age-span of the campus.

North Cross models inclusivity and a global mindset. Approximately twenty students from eleven countries join their American classmates on campus. A designated program guides interested students toward a diploma endorsement in global studies through international travel, lectures, and a designated set of courses.





ACADEMICS

North Cross offers a comprehensive, carefully designed academic program for grades JK-3 through 12. Beginning with a modified Montessori approach in Junior Kindergarten and Kindergarten, the school tailors its program to meet the developmental needs of its students, culminating in a rigorous and innovative college preparatory program that offers college level work in every discipline. Throughout the school there is a focus on building character, adhering to an honor code, serving the broader community, and fostering inclusivity.

Broadly organized into Lower School (JK-3 - grade 5), Middle School, (grades 6-8) and Upper School (grades 9 - 12), the North Cross curriculum focuses on building all of the skills, habits of mind, and critical thinking needed to spark a love for a lifetime of learning. Instead of teaching to arbitrary standards, North Cross seeks to promote mastery and its students' ability to ask the right questions. Across the school, classes are small, lessons are individualized, and teachers tailor the pace of instruction to meet the needs of any given class.





ACADEMICS



CrossWalk Program

The CrossWalk program for learning differences started several years ago to help bright students who were struggling with a diagnosed language-based learning difference.

The program serves 40 students and is served by 6 instructors. Additional students receive tutoring through CrossWalk. Through one-on-one or small group instruction, students are taught through the Orton-Gillingham method. Children spend part of their day in CrossWalk, particularly for language and math, and most of their day with grade level peers. The program focuses on students in grades K-8, and has as its goal the return to the normal North Cross program by grade 9. CrossWalk also offers individual subject area tutoring or connection with other needed learning-related professionals.

This program has generated a loyal group of supporters from North Cross families and the community at large who recognize the need for such a program.





ATHLETICS

North Cross offers a full and vigorous athletic program, including over 32 teams in cross country, football, soccer, field hockey, volleyball, tennis, basketball, swimming, baseball, lacrosse, golf, and track and field. Students may begin participating on teams in grade 6. The school has a well articulated athletic philosophy that focuses on competition, sportsmanship, building one's skills, the life lessons athletics can teach, and stepping out of one's comfort zone. There is a defined Sportsmanship Code.

The Carter Athletic Center is a comprehensive facility, which includes three full-size basketball/volleyball courts, a pool, an indoor track, a dance studio, strength and weight training rooms, a cycle studio, two racquetball courts, and a squash court. A higher percentage of North Cross graduates go on to play college athletics than the national average.





ARTS



North Cross provides rich offerings in the visual and performing arts, beginning in the earliest grades. Students are exposed to music theory and performance at all levels. The school offers a strong foundation in music for students interested in instrumental and choral music.

In all grades North Cross offers a rich set of course offerings for studio arts, giving students exposure to work in many media. Studio art is offered in the Upper School at the introductory, intermediate, and advanced levels.

Rich theatrical offerings also mark a North Cross education. Students in grades 3 - 5 participate in the Lower School musical often guided by older students who take responsibility for crew, stage managing, and choreography. A winter play is presented in the Upper School and a spring musical is cast with both middle and upper schoolers.





INTERNATIONAL PROGRAMS & BOARDING

North Cross enrolls approximately 30 international students from 14 countries. Students enroll in the boarding program and both enrich and benefit from the school's emphasis on global citizenship.

North Cross also has two campuses in Shanghai, China, enrolling over 160 students. Taught by both domestic and international faculty, the program is designed to prepare students who wish to seek placement in American colleges and universities. Students take a curriculum very similar to the rigorous academic course load students would experience at an American independent school. For those seeking university placement in the UK, there is the option of study in the A Level track. There are numerous clubs and sports for all.

Additionally, North Cross fosters a relationship with a sister school in Mendoza, Argentina.

North Cross, through its affiliation with Wilson International LLC, offers both five and seven-day boarding for international and regional domestic students. Housed in a beautifully renovated historic downtown building, boarding staff provide a warm, carefully structured, and well supervised home away from home. A full range of activities, trips, and transportation services are provided.





NORTH CROSS FAST FACTS

SCHOOL



Established: 1944
Grades: EC(3)-12th
Enrollment: 575
Student/Teacher Ratio: 8:1
Average Class Size: 13
Student Diversity: 25%

TUITION



Jr. Kindergarten 4: \$10,325
Jr. Kindergarten 5: \$10,845
Kindergarten: \$12,920
1st – 3rd Grades: \$16,550
4th – 7th Grades: \$18,625
8th – 12th Grades (Day): \$20,700
8th – 12th Grades (Boarding): \$46,000

FINANCE



Endowment: \$1.76 million
Operating Budget: \$9.5 million
Capital Campaign: \$13.1 million raised, completed summer 2021
Annual Fund Budget: \$220,000
Foundation Account: \$320,000

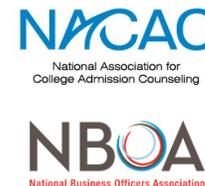
FACULTY



Total Teaching Staff: 62
Full Time: 58
Part Time: 4
Advanced Degrees: 50%

Memberships & Accreditation

The Enrollment Management Association
+





DIVERSITY STATEMENT

North Cross School is an independent, nonsectarian, college-preparatory school serving students from early childhood through twelfth grade and is dedicated to a rigorous academic curriculum that also strives to promote integrity, empathy, and responsibility to self and community. As such, we are open to anyone affirming our dedication to fostering both academic and personal integrity. North Cross School recognizes that dedicating ourselves to these goals is strengthened by intentionally creating an inclusive campus.

We view inclusivity as a goal toward which we progress and for which we consistently strive. This means that we utilize programs like Tailored Tuition, tutoring and learning centers, Global Studies, the arts, athletics, cultural exchange programs, affinity groups, and higher education for our faculty and staff as methods toward attaining this goal of an inclusive culture. North Cross School professional development uses various measures and training to ensure our faculty and staff understand and appreciate cultural norms and traditions of all members of our community. While each of these methodologies contributes to our inclusivity in unique ways, they are not intended to be the sum of our efforts.

We recognize the strength inherent in an environment that includes diverse beliefs and cultures, abilities, nationalities, ethnicities, races, sexual orientations, and identities so we actively seek to create a school environment that is diverse and inclusive.





THE NORTH CROSS FOUNDATION



The North Cross Foundation

North Cross's vision is to make education available to as many young people from as diverse a population as possible. The School offers financial aid in large measure thanks to the generosity of people who believe that a North Cross education can change a student's trajectory for the rest of his or her life. Gifts to the North Cross Foundation provides additional support for students who otherwise could not afford a North Cross education.

North Cross School is approved to participate in the Virginia Education Improvement Scholarship Tax Credit Program (VEISTCP). Through this program, approved schools like North Cross receive additional funding for eligible students. Donors who make Foundation gifts receive a 65% Virginia tax credit. Individuals may make gifts of up to \$125,000 to the NCS Foundation, and businesses have no limit on the amount of their gifts. Any individual or any business with tax liabilities in the Commonwealth of Virginia may participate. North Cross School's minimum gift to the Foundation is \$2,500.





LIVING IN ROANOKE

Roanoke, Virginia is nestled in the Roanoke Valley of the Blue Ridge Mountains, bisected by the river which shares its name, and is the largest Virginia city west of Richmond as well as the cultural, commercial and transportation hub of the region. Known also as Star City, it gets its moniker from the giant, glowing star lit atop Mill Mountain on the city's outskirts which can be seen at night up to 50 miles away.

This bright star illumines a modern metropolitan center, with a vibrant arts scene (Taubman Museum of Art), the Hopkins Planetarium, the Mill Mountain Zoo, nationally recognized Virginia Transportation Museum with the largest collection of diesel and steam engines in America, as well as performance, theatre, music and other cultural venues. Hiking, nature, parks and river adventures are within easy reach of Roanoke; the Appalachian trail runs through Roanoke County, the stunning Blue Ridge Parkway, Smith Mountain Lake and famous Natural Bridge and Jefferson National Forest are just miles away. Locals and visitors alike enjoy local wineries, markets, restaurants and a craft beverage scene. Nearby New River valley is the home of Virginia Tech and Radford University along with neighboring Roanoke College and Hollins University. Roanoke is also known as “Magic City” for the speed of its initial growth – its real magic today is coming upon this vibrant metropolitan center in the beautiful Commonwealth of Virginia.



Photo credit: visitroanokeva.com

The Position

North Cross School is seeking an experienced fundraising professional to partner with the Head of School, lead a staff of 4, and build the philanthropic support for the school and the engagement of key stakeholders. Reporting to the Head of School, the Director of Development creates, implements, and supervises appropriate fundraising strategies to meet the financial goals of the School consistent with the strategic plan. Along with the Head of School, s/he is responsible for strengthening a positive public perception of North Cross in the community, communicating the mission and objectives of the school, building relationships with donors, and obtaining the financial support necessary to ensure a strong and vibrant future. S/he will also have the opportunity of building on the tremendous success and fundraising momentum achieved under David Lake, the current Director of Institutional Advancement, who will be retiring at the end of this school year.

Key to the success of this individual is the willingness to embrace the dynamic aspects of the school environment and serve with flexibility. He/she will have excellent communication and interpersonal skills and must be able to demonstrate confidence, impeccable integrity, outstanding organizational skills, excellent relationship-building skills with donors and colleagues, and be a motivational team player. As the leader of the team, the successful individual will be able and willing to do any task to further the advancement of the School.

Responsibilities begin **July 1, 2022.**





QUALIFICATIONS AND PRIORITIES



QUALIFYING REQUIREMENTS & CHARACTERISTICS

- Bachelor's degree and a minimum of five years' experience in a relevant non-profit environment.
- Preferred candidates will have experience in an independent school or college.
- Outstanding communication skills, both verbal and written.
- Ability to work independently.
- Available to travel, work weekends and evenings.
- Candidates will be self-motivated, deadline-driven multitaskers who have the ability to set fundraising priorities in coordination with the Head of School and Board.
- Requires judgment, discretion, and great sensitivity in working with high net-worth donors, their families, and advisors.
- This complex position requires a variety of specialized skills, including knowledge of major gift fundraising, gift planning, relationship building, marketing, public relations, strategic planning, as well as the ability to understand and communicate the mission of the school and the importance of independent school education.

PRIORITIES FOR THE NEXT DIRECTOR OF DEVELOPMENT

- To partner with the Head of School to establish fundraising priorities, participate in strategic planning and begin developing the vision for North Cross's next campaign.
- To grow and energize the annual giving campaign.
- To develop and execute a robust stewardship plan that actively engages campaign supporters, encourages annual support, and establishes a culture of life-long philanthropy.
- To continue to grow the base of philanthropic support across all constituencies (alumni, parents, parents of alumni, grandparents, friends, and foundations).
- To oversee and strengthen alumni and parent programs which are designed to foster relationships and to bind the school, alumni, and parents in a sense of common purpose.
- In collaboration with the Head of School and the Director of Admission, create a vision and set of priorities for the communication and marketing team.



How to Apply

Prospective candidates should send the following materials in a single PDF document to Marci McLean at marci@educationgroup.com.

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



Marci McLean
marci@educationgroup.com

North Cross School does not discriminate on the basis of race, color, religion, national or ethnic origin, gender, sexual orientation, or any other legally protected status in the administration of its educational, admission, financial aid or employment policies, or any other programs administered by the School.