



UWHARRIE CHARTER ACADEMY

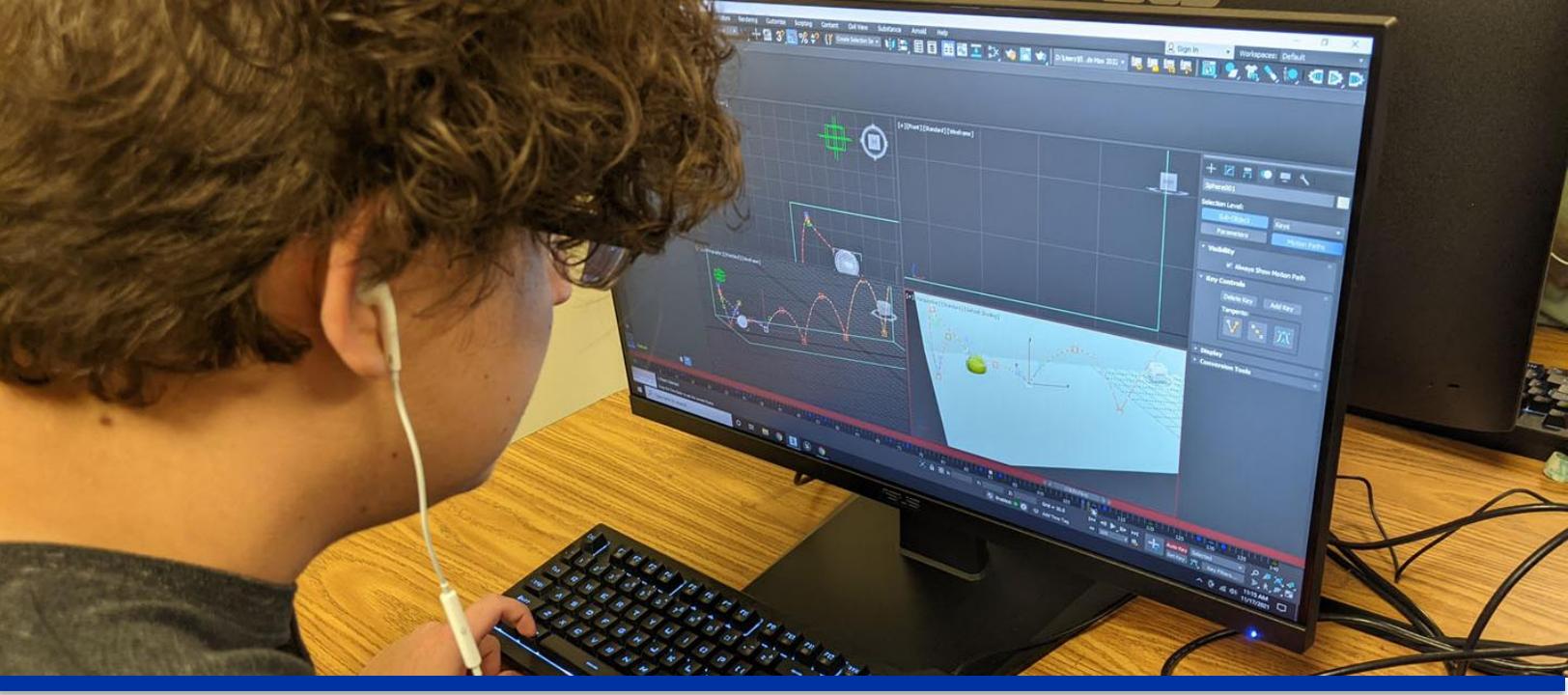


POSITION PROFILE
School Superintendent
2025

In partnership with Summit Search Solutions, Inc.



Uwharrie Charter Academy (UCA) is looking for a collaborative School Superintendent who can inspire, advocate, and strategically guide the district in achieving its educational goals while nurturing a positive and engaging learning environment for all students.



ABOUT UWHARRIE CHARTER ACADEMY

Relationships, Rigor, & Relevance

Preparing students for the real world, not just a test.

Founded in 2012, **Uwharrie Charter Academy (UCA)** is a tuition-free public charter school system located in Randolph County, North Carolina, serving students in grades **K–12**. As one of the largest charter school systems in the state, UCA offers a **student-centered, standards-aligned instructional program** that supports multiple post-secondary pathways, including college, career, military, and workforce readiness.

UCA emphasizes **project-based and STEAM-focused learning**, real-world application, and instructional flexibility to meet the needs of diverse learners. The district benefits from **modern facilities, strong organizational infrastructure, and geographically close campuses**, supported by a stable, highly engaged Board and a positive staff culture.

UCA is deeply connected to its community through strong family engagement, athletics, fine arts, and partnerships with local organizations and neighboring public school districts. UCA attracts and retains talented educators through participation in the **NC State Retirement System and NC State Health Plan**, along with competitive benefits (including dental, vision, and life insurance) offered through Pierce Group Benefits. Located in the Asheboro/Randolph County area, UCA offers an excellent quality of life in a close-knit, growing community. Learn more about UCA [here](#).

Dual Enrollment Opportunities	\$1.6 Million in Scholarships	60+ Local Community Partnerships	B2B State Championships
At UCA, juniors and seniors can earn college credits in trades-based or college transfer pathways. Approximately 50% of graduates take at least one dual enrollment course before they graduate, which is well above the state average of 35%.	UCA seniors reported over \$1.6 million in scholarships for the 2024/2025 academic year. Students are enrolled in multiple universities, colleges, and community colleges across the state of North Carolina.	UCA has over 60 local community business partnerships and intern placements for 2025.	UCA baseball and wrestling teams won back-to-back state championships in 2023 & 2024. UCA offers a variety of opportunities to compete in sports at middle and high school levels.

MISSION

Uwharrie Charter Academy will exist to provide a truly relevant and rigorous pathway to career and college readiness by establishing relationships with students, families, and community partners.

VISION

Uwharrie Charter Academy will graduate students who understand the importance of critical thinking, problem solving, responsible citizenship, and clear communication so that they are prepared for the world of work and/or higher education.

STRATEGIC PLAN

- The district supports a student-centered approach and provides an instructional framework based on learner profiles that inform individualized learning paths and competency-based progression in a flexible learning environment.
- The district proactively supports and emphasizes student-centered instruction by seeking solutions to remove barriers, including those related to policies, practices, and traditions.
- The district provides schools with technology, training, and support for integrated data collection, reporting, and analysis systems.
- The district establishes two-way communication channels to encourage transparency, feedback loops, and access to information for families and the community.
- The district implements and measures the effectiveness of personalized professional development to build the capacity of all educators through coaching, modeling, and networks of support.

Review the 2023-2026 UCA Strategic Plan [here](#).

GOVERNANCE

Uwharrie Charter Academy is governed by a Board of Directors comprised of a diverse group of community leaders. The Board of Directors is responsible for a strategic plan to guide the mission, growth, and development of the school including excellence in academic performance, fiscal responsibility, managed growth, and clear leadership. Meet the board [here](#).

SCHOOLS

UCA is a tuition free public charter school located in Asheboro, NC that focuses on real world learning, college preparation, and critical thinking and currently serves over 2,250 students in grades K-12.

Elementary School

Uwharrie Charter Academy Elementary School serves grades K through 5 with a focus on project-based, experiential, future-centered learning to ensure students receive a well-rounded education. The elementary program uses North Carolina's Essential Standards to guide classroom teaching. Those efforts

are supported with numerous resources vetted by research and data. The elementary program incorporates hands-on learning and centers around making the connection between coursework and the “real world.”



Middle School

Uwharrie Charter Academy Middle School serves grades 6 through 8 with a focus on experiential learning, character building and preparation for the next phase in education. Emphasis is placed on helping students find their future path by offering exposure to a variety of disciplines and curriculum.



UCA's STEAM program and project-based learning model are nationally recognized in the public charter arena for their ability to provide hands-on experiences that help students directly relate what they are learning to the "real world." By inspiring students in these formative years, UCA is instilling an appetite for life-long learning. Middle school years can be an emotionally challenging time in young students' lives. UCA teachers and staff focus on providing encouragement and a strong foundation from which to grow.

High School

Uwharrie Charter Academy High School serves grades 9 through 12 with a rigorous academic program that ensures each student has an opportunity to grow. The curriculum is designed to provide a variety of options for both college and career readiness, including an early college program that allows students to graduate with both a high school diploma and an associate's degree. UCA's approach is founded on experiential learning that guides students to make the connection between coursework and real-world applications.



UCA strongly believes in its mission to prepare students for meaningful and successful lives. UCA develops students into critical thinking, problem solving, responsible citizens. Whether their path after graduation is college or entry directly into a career, UCA graduates leave with a well-balanced education and a desire to be productive members of the community.

Virtual Academy

UCA Virtual Academy is open to all students in grades 6-12 and is free for North Carolina residents. Learn more [here](#).



Career Academy

The UCA Career Academy partners help to create opportunities to equip students grades 9-12 by providing pathways to certification and relevant work experience. Graduates of the Career Academy will be work ready and available to join its many partners, answering the gaps in workforce readiness and providing the next generation of skilled workers. Learn more about UCA's partners [here](#).

To learn more about the Career Academy, watch the video, by clicking on the arrow.





ABOUT THE OPPORTUNITY

School Superintendent

The Superintendent is the chief executive officer for UCA, and will be responsible for overseeing the daily operations, managing finances, and ensuring the district's overall educational goals are met.

The **salary range is up to \$125,000** depending on the candidate's background and experience. Uwharrie Charter Academy **participates in the NC State Health Plan, NC State Retirement Plan**, and offers flexible benefits (like dental, vision, life insurance) through Pierce Group Benefits for all employees.

KEY RESPONSIBILITIES:

Leadership and Vision:

- **Visionary Leadership**
 - Inspiring and motivating staff to achieve district goals, fostering a culture of continuous improvement and innovation.
- **Strategic Planning**
 - Developing and implementing a long-term vision for the school district, aligning with educational goals and community needs.
- **Communication and Collaboration**
 - Building strong relationships with the school board, staff, parents, and community members to foster a sense of unity and collaboration.
- **Educational Advocacy**
 - Representing the district's interests at the local, state, and national levels, advocating for resources and policies that support student success.

Administrative and Operational Management:

- **Financial Management**
 - Overseeing the district's budget, ensuring responsible allocation of resources, providing development support like grant writing and auditing of grants, and managing contracts and financial agreements.
- **Human Resources**
 - Managing personnel, including hiring, training, evaluating, and addressing employee relations issues.

- **Curriculum and Instruction**
 - Developing and implementing new curricula and ensuring that all students have access to high-quality instruction - including and especially students with special needs, who make up about 13% of the student population.
- **Facilities Management**
 - Overseeing the maintenance and upkeep of school buildings and facilities, ensuring a safe and effective learning environment.

Accountability and Compliance:

- **Compliance with Laws and Regulations**
 - Ensuring that the district complies with all relevant federal, state, and local laws and regulations.
- **Student Accountability**
 - Monitoring student performance/achievement and behavior, identifying areas for improvement, and implementing strategies to support student success.
- **Board of Education Liaison**
 - Serving as the primary point of contact between the school board and the district, keeping them informed of current issues and recommending policies.

Other Responsibilities:

- **Community Relations**
 - Engaging with the community, building partnerships, and fostering a positive public image for the school district.
- **Crisis Management**
 - Leading the district's response to emergencies and crises, ensuring the safety and well-being of students and staff.
- **Professional Development**
 - Providing opportunities for staff to engage in ongoing professional development, staying abreast of current trends and best practices.

KEY SKILLS FOR SCHOOL SUPERINTENDENT:

- **Leadership and Management**
 - Strong leadership and management skills are essential for guiding the district's vision and operations.
- **Communication and Interpersonal Skills**
 - Effective communication and interpersonal skills are crucial for building relationships and fostering collaboration.
- **Problem-Solving and Critical Thinking**
 - The ability to analyze situations, identify problems, and develop effective solutions is vital for addressing challenges.
- **Strategic Thinking and Planning**
 - A strong ability to think strategically and develop long-term plans is necessary for guiding the district's future.
- **Financial Literacy and Management**
 - A solid understanding of financial principles and the ability to manage the district's budget effectively is essential.
- **Emotional Intelligence and Resilience**
 - The ability to manage emotions, build relationships, and maintain a positive attitude under pressure is crucial for leading a school district.



PROCEDURE FOR CANDIDACY

TO APPLY

Confidential review of applications will begin immediately and continue until the position is filled. The deadline to apply is **January 26, 2026**. Interested candidates should submit a resume and letter of interest detailing their background and experience as it relates to the position.

To apply, go to: <https://theapplicantmanager.com/jobs?pos=su490>

All inquiries and nominations should be directed to:

Arasi Adkins, MA

Senior Consultant

Summit Search Solutions, Inc.

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Uwharrie Charter Academy provides equal employment opportunities to all employees and applicants for employment.



Summit Search Solutions, Inc. 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, Colorado, Kansas, Maryland, New York, and Texas.



ASHEBORO, NORTH CAROLINA

“The Heart of North Carolina”

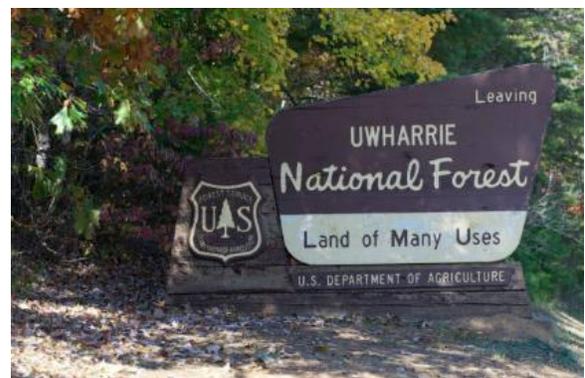
With a strong sense of community, Asheboro is a welcoming city, offering a blend of natural beauty and small-city convenience. Centrally located, residents get the best of both worlds: a peaceful environment with easy access to larger urban centers like Greensboro (30 miles), Winston-Salem (40 miles), Charlotte and Raleigh, NC (70 miles ea.). Surrounded by rolling hills, historic districts, and vibrant local businesses, Asheboro provides a high quality of life for individuals seeking connection and opportunity.

- **Lower cost of living** than in larger North Carolina metros as median home values are well below the state and national averages.
- **International airports** are located in nearby cities (RDU, CLT & GSO).

Nearby is the [Uwharrie National Forest](#) where outdoor enthusiasts will find a scenic destination known for hiking, mountain biking, horseback riding, and off-roading. Within the city, residents can access Asheboro’s numerous parks, walking trails, disc-golf courses, and recreation centers, all designed to support an active lifestyle year-round. Asheboro is anchored by the North Carolina Zoo, crowned ‘[America’s Best Zoo](#)’ by *Newsweek* in 2025 and is the world’s largest natural habitat zoo, offering unparalleled wildlife encounters with over 1,800 animals.

Asheboro also boasts a growing arts and cultural scene that brings creativity and community together. The historic [Sunset Theater](#) hosts film screenings, concerts, and plays in a beautifully restored, 1920’s-era venue. Nearby, the downtown district features locally owned shops, galleries, cafes, and restaurants, giving the city a lively and walkable core. The region is also home to [Seagrove](#), one of the oldest and most celebrated pottery communities in the United States.

Asheboro is truly the perfect combination of **lower-cost living**, **global travel availability**, **plentiful healthcare options**, and a **relaxed pace of life**.



ADDITIONAL AREA INFORMATION IS AVAILABLE AT:

Visit the Heart of North Carolina, <https://www.heartofnorthcarolina.com/>
Asheboro/Randolph Chamber of Commerce, <https://www.ashranchamber.com/>