



CARRABASSETT VALLEY ACADEMY



HEAD OF SCHOOL SEARCH

Position Starts July 1, 2024
Carrabassett Valley, ME



EDUCATORS COLLABORATIVE
EXPERTS IN SEARCH, TRANSITION & STRATEGY



MISSION STATEMENT

The intent and purpose of Carrabassett Valley Academy is to foster focused individual student-athlete development by providing the optimum balance between outstanding college preparatory academics, responsible community living, and world-class athletic training in competitive skiing and snowboarding.

CORE VALUES

Kindness
Respect
Commitment
Gratitude

WHERE IT ALL STARTED

Originating in 1982 as an offshoot of the Sugarloaf Regional Ski Educational Foundation, Carrabassett Valley Academy initially provided a 5-month winter-term tutorial program supporting competitive ski racers and freestylers training on the mountain. 15 student-athletes enrolled in the first year, drawn by CVA's aspiration of developing equally the body, mind, and spirit. The following year CVA moved to the former Capricorn Lodge as a full-time ski academy and college preparatory program. The rest is history. Alumni include Olympic and World Championship medalists Bode Miller, Kirsten Clark-Rickenbach, and Seth Wescott—in all, CVA alumni/ae include 12 Olympians, 30 national team members, and counting.



DUAL LEVELS OF EXCELLENCE

CVA offers an academically rigorous college preparatory program in tandem with highly competitive winter sports training in skiing and snowboarding, ensuring that students perform at their best in and out of the classroom. Intentionally focused on character development and community responsibility, CVA students embody the school's values of kindness, respect, commitment, and gratitude. A balanced schedule between academics and athletics, individually tailored and supported, allows students to focus equally on their intellectual and physical pursuits. Students are well-prepared to succeed after CVA, and they thrive at top colleges and universities as well as pursue interests in the trades.





SNAPSHOT OF CVA

- Coed Day/Boarding School
- Grades 7-PG
- 115 student-athletes
- High-level athlete development in 5 ski and snowboard programs: alpine ski racing, freestyle skiing, snowboard, ski cross, and back country
- 2:1 ratio students-to-staff; separate teaching and coaching staffs working as one team
- Weekend junior development program serves 300 winter sports competitors
- Cutting edge technology supports learning onsite and training on the road
- A world-class training venue for ski and snowboard programs including the largest vertical drop east of the Rockies and the famous Narrow Gauge Downhill course
- \$5.5M operating budget
- More than half of CVA students receive financial support
- Accredited by New England Association of Schools and Colleges (NEASC)

Carrabassett Valley Academy's program is a time tested integration of academics, athletics, and community providing a framework for students to become confident, independent advocates for themselves.

WORLD-CLASS LOCATION

Carrabassett Valley Academy's campus is located at the base of Sugarloaf Mountain, in a four-season resort community offering skiing, snowboarding, snowshoeing, golfing, hiking, mountain biking, and other outdoor recreational activities. With Maine's largest ski resort as their home base, CVA student-athletes have direct access to world-class training venues and a longer at-home training schedule. Situated along the 45th parallel, CVA is the northernmost ski and snowboard academy in the East. The school's spectacular location offers myriad opportunities for exploration and celebration of the outdoors year round for enthusiasts of all ages.

EXPLORE CVA

[Academic Rigor + Life Lessons](#)
[Snow Programs: Compete at Your Best](#)
[Responsible Community Living](#)
[One Mission, Multiple Programs](#)
[Former CVA Big Dogs: Alumni Profiles](#)





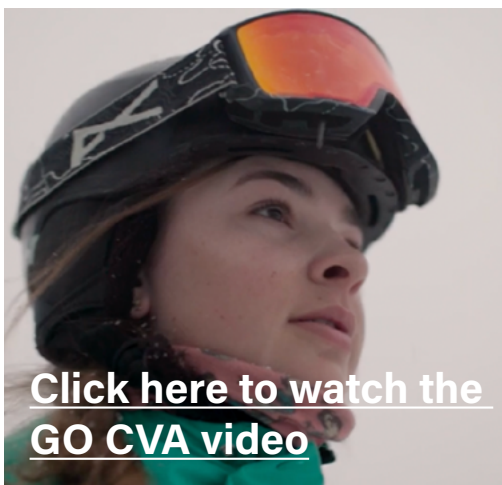
THE CVA EXPERIENCE

The experience at CVA is unmatched; it inspires growth, provides opportunity, and empowers choice. It's a full-on academic, athletic, and community experience that is life changing, for students and adults alike. **Notable strengths of CVA include:**

- An unwavering commitment to community and authentic connections serves as the cornerstone for CVA. Genuine and significant care for not only every student but all members of the community sets CVA apart—and holds it tightly together.
- For more than 40 years CVA has been clear in its mission and living it every day. By providing an optimum balance between athletics, academics, and responsible community living, students reach their full potential both on and off the mountain. Full stop.
- Resourceful, gritty, passionate, and proud are a few of the descriptors often attributed to CVA. Perhaps a reflection of the rugged terrain in which the school is nestled, its “can do” culture leads to remarkable accomplishments, individually and collectively.
- A highly talented and dedicated team of teachers, coaches, and staff bring a breadth and depth of expertise. Their deep commitment to the student-athletes and enthusiasm for the CVA mission is palpable. It's an extraordinary group of people with whom to work, live, and simply have fun.
- From the start, CVA has invested in strong, collaborative relationships with Sugarloaf Mountain, the Sugarloaf Ski Club, and the greater Carrabassett Valley community. The recognition that success is a shared endeavor results in innovative partnerships that benefit not only the school but the entire region.



It has been said that the ruggedness of the terrain and environment in the western mountains of Maine shapes CVA, our program, and our students. We know that to be true... It is in our DNA. The “CVA Way” is more than a school: it's a way of life.



[Click here to watch the GO CVA video](#)



AN OUTSTANDING LEADERSHIP OPPORTUNITY

The CVA Board of Trustees seeks a leader who enthusiastically embraces and champions the school's mission of providing college preparatory academics and rigorous athletic programming, while instilling a strong sense of commitment to community. The successful candidate will bring a professional approach distinguished by enthusiasm, resilience, and humility. With previous experience in an independent school setting, the ideal leader will reflect:

- A commitment to the unique mission and core values of CVA, to a community that deeply values genuine relationships, and to stewarding the school with intention and focus
- A personal and professional understanding of the high-level academic and athletic environment in which CVA students compete and the complexity of nurturing intellectual, physical, social, and emotional development
- Proficient understanding of strategic financial sustainability and its key levers, budget development, facility management, student and faculty recruitment and retention, enrollment management, and fundraising and marketing strategies
- A warm and approachable leadership style with a roll-up-your-sleeves mindset that fosters collaboration and invites and facilitates dialogue, values input, and takes action, while communicating with clarity, candor, and authenticity
- Servant leadership that includes innovative thinking and creative resourcefulness, while delegating responsibility that empowers and inspires others and holds people accountable in ways that support continued professional and personal growth and a shared investment in the school's success
- The skills to be an advocate and ambassador for the school in the larger community, building relationships and partnerships within and beyond the CVA community, generating excitement about the school's mission, and cultivating increased philanthropic investment in its future
- The capacity for visionary, strategic thinking in partnership with the Board and ability to capably execute plans, while managing community expectations and the impact of change



To take full advantage of all CVA has to offer a student must do 3 things: be good, work hard, and have fun. If you can do these 3 things...you have what it takes.





Being at CVA with a group of athletes with the goal of making the U.S. Ski Team pushed us all to work harder on the mountain and in the classroom. The small school setting was such a great environment for one-on-one interaction with coaches and teachers.

Kirsten Clark-Rickenbach '95
3-time Olympian

OPPORTUNITIES AND CHALLENGES AT CVA

Develop the next strategic plan

Working in partnership with the Board and senior staff, the next Head of School will provide leadership in developing the strategic vision for CVA, generating excitement and shared investment in the school's future. The plan should reflect CVA's mission and core values, as well as external trends, financial realities, and fundraising opportunities.

Nurture the CVA community and its values

The school will look to its next Head to strive for excellence in all areas, embody compassion and integrity, and foster its values of gratitude, kindness, commitment and respect throughout the community. Thoughtfully guiding the school through a period of leadership transition; working in close partnership with faculty, staff, the Board, and community partners; and taking time to get to know what makes this school truly unique, will position the next leader and the school for success.

Continue to invest in campus development

CVA is fortunate to have a campus that extends to an exemplary winter sports resort and has creatively partnered with Sugarloaf Mountain to enhance its athletic training capacity. Completing Phase Three of the campus development plan, exploring options for faculty housing, and continuing to invest in sports venues and training facilities is a priority.

Enhance and expand academic and athletic programs

In a continually evolving educational and winter sports landscape, CVA has the opportunity to leverage its mission and location in creative and innovative ways. Holding the needs and aspirations of its student-athletes at the forefront, the next Head can bring vision and inspiration to strengthen CVA's position as a leading winter sports academy.

Focus on faculty/coach/staff recruitment and retention

The heart and success of CVA's programs depend on hiring, developing, and sustaining the highest quality of teachers, coaches, and staff. Striving to offer competitive compensation, affordable housing options, and robust professional growth opportunities, as well as nurturing a community culture that supports work/life balance will be crucial to sustaining the professional community.





HOW TO APPLY

Please reach out with any questions or to learn more about this opportunity. Candidates interested in this position are asked to submit the following materials by September 1.

- EC Summary Sheet and Disclosure Statement (Contact Tracy Bennett for these documents)
- Letter of Interest addressed to the Search Committee
- Current Resume
- Statement of Educational Leadership Philosophy
- A list of five or more references with contact information (name, relationship to candidate, phone and email addresses)

Application materials should be sent electronically via email to:

Tracy Bennett, Partner, Educators Collaborative

Email: tbennett@educatorscollaborative.com

Phone: 425-466-4748

Did you know that Carrabassett Valley offers:

- 162 skiing and snowboarding trails
- 80 miles of groomed trails for Nordic skiing, snowshoeing, and fat biking
- 100 miles of mountain bike trails
- Boating, canoeing, kayaking, paddle boarding on nearby Flagstaff Lake
- Access to the Appalachian Trail
- 18-hole championship golf course
- Access to the Maine Huts and Trail system



**CARRABASSETT
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