

POSITION STATEMENT
Head of School Search
Chesapeake Bay Academy

Virginia Beach, VA
Start Date: July 1, 2026



Head of School Position Statement



Overview

For an educational leader passionate about innovation, individualized learning, and making a meaningful impact, Chesapeake Bay Academy presents an extraordinary opportunity. With a clear mission, a dedicated leadership team, and a community that values excellence, this role is more than a position—it is a chance to shape the future of a pioneering institution. The Academy's mission is clear—every member of the community is dedicated to providing the best possible education for each student, ensuring they find success through individualized learning programs. Led by a highly strategic Board of Trustees, Chesapeake Bay Academy conducts and implements research that advances best practices for educating students with learning differences.

Chesapeake Bay Academy is the only independent school in southeastern Virginia specifically dedicated to serving students in grades 1-12 with a variety of learning differences. These students thrive. The school is renowned for its small class sizes, personalized instruction, multi-sensory curriculum, project-based learning, and emphasis on social-emotional development.

Licensed by the Virginia Department of Education as a private day school for students with specific learning disabilities, Chesapeake Bay Academy serves 110 students, many of whom travel significant distances to benefit from its specialized approach.

Strong Leadership & Strategic Vision

Chesapeake Bay Academy is guided by a dynamic and forward-thinking leadership team and Board of Trustees—an uncommon strength for a small school. The Board embraces a strategic framework inspired by Jim Collins, the best-selling author of *Good to Great*.

Great. This philosophy emphasizes a dual commitment: holding steadfast to the Academy's core values while continuously evolving, innovating, and improving to meet the needs of a changing world, the recipe for long-term excellence.

In addition to its comprehensive academic program, Chesapeake Bay Academy has developed two strategic initiatives that significantly enhance its impact:

- The Center for Educational Research and Technological Innovation (CERTI)
- CadetNet, a virtual online educational program

Chesapeake Bay Academy was recently recognized by the Yass Foundation as one of the most innovative schools in the country. Grants from the foundation and other sources have allowed the school to launch its own research on virtual learning, further strengthening its commitment to educational innovation. The research center supports the Academy's core academic program and welcomes university-based researchers in partnership with Virginia Wesleyan University.



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A Unique Partnership with Virginia Wesleyan University

The Academy's partnership with Virginia Wesleyan University is both comprehensive and mutually beneficial. This collaboration provides student teachers, interns, and faculty access to university professors while affording Chesapeake Bay Academy employees full rights and privileges to the university's facilities and degree programs. With over 1,600 students, Virginia Wesleyan is a private liberal arts and sciences university located right next door to Chesapeake Bay Academy.

A Community That Changes Lives

Families at Chesapeake Bay Academy appreciate the school's mission and the support it provides. One parent shared: "CBA has been a godsend to our family. We appreciate the faculty and their open communication regarding our child's success. The community is truly that—a community. We love the detailed emails from teachers and feel seen and heard. It is very much a partnership."

Another parent echoed similar sentiments: "Our family is thrilled with CBA. The school has been an excellent place for our child to grow and develop emotionally, socially, and academically in a safe environment where differences are appreciated and accepted."



Mission, Vision, & Philosophy

Mission: The mission of Chesapeake Bay Academy is to educate students to academic programs individualized to address their learning differences, empowering them with the skills and confidence necessary for success in higher education, careers, and life.

Vision: The vision of Chesapeake Bay Academy is to continuously improve an educational environment, where students value diversity and families embrace each child's uniqueness.

Philosophy: Chesapeake Bay is committed to the individual success of students of all races, creeds, ethnic origins, and social economic backgrounds, who can benefit from the school's specialized program programs.

- Chesapeake Bay Academy is committed to providing a supportive, challenging, and safe environment, in which students, who demonstrate a discrepancy between academic achievement and aptitude, build self-esteem, discover their capabilities, address their educational differences, and acquire strategies for success.
- Chesapeake Bay Academy is committed to a dynamic curriculum individualized for each student by specific educational plans implemented through multi-sensory instruction, experiences with leading technologies, and close interactions with adult mentors.

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Program

Chesapeake Bay Academy is focused on creating the most innovative approaches for every student that they serve. Faculty are provided the freedom and support to develop impactful individualized academic programs. Faculty culture is centered on teamwork and support.

Chesapeake Bay Academy is divided into three divisions. Students in the lower school are grouped in homerooms by age and receive core academic instruction and ability-based groupings across the division. As is true throughout the school, students are grouped in very small classes which supports individual and small group instruction for content and social skills.

Middle school students receive direct instruction in reading and math while focusing on organizational skills and academic independence. Students move from subject to subject and receive support from their teachers developing an understanding of themselves as learners.



The High School has a rigorous curriculum that is focused on academics, as well as technology-based skills with honors options available. Standard and advanced diplomas are offered based on the students interest and ability levels. In the High School, Chesapeake Bay Academy partners with Virginia Wesleyan University, to offer the advanced scholars a dual enrollment program. Students learn to understand and articulate their learning needs in preparation for life after graduation.

Location

Chesapeake Bay Academy has a wonderful campus building that is well cared for and provides three stories of academic program opportunities. The campus promotes a peaceful, calm ambience.

Chesapeake Bay is the nation's largest estuary with 3,600 species of plants, fish and animals. The city of Norfolk is very welcoming and the perfect mix of city energy and community charm. It is home to the world's largest naval base and NATO headquarters. Recently, USA today determined that Norfolk was one of the top 10 booming downtowns in the United States. The community also has a 3% lower cost of living average making it affordable. Right next-door lies Virginia Beach, a vibrant, coastal destination, and resort city with miles of beaches and exciting attractions, voted one of the happiest destinations in the country. The region is also home to five colleges and universities.



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Strengths of Chesapeake Bay Academy

- Strong mission followed by everyone.
- A wonderful community, a “joyous Place” with a strong sense of belonging and teamwork
- Small classes and individualized attention for every student.
- Strong partnership with Virginia Wesleyan University
- Regional buy-in recognizing Chesapeake Bay Academy as a valuable resource.
- Creativity/technology/innovation/open to all ideas.
- Visionary programs and innovative ideas are easy and fast to implement.
- The facility and location.
- Always prioritizing the best interest of students.
- A peacefulness and sense of calm throughout the entire campus.
- Very family oriented.
- The faculty culture is centered around teamwork and support.



Challenges and Opportunities

The next head of Chesapeake Bay Academy must be prepared to collaborate effectively with a highly strategic and devoted school community to fulfill the school’s mission and lead Chesapeake Bay wisely and confidently into the future by embracing current challenges and seizing new opportunities. These challenges and opportunities include but are not limited to the following, and these are not in an order of priority:

- Chesapeake Bay is a highly relationship-driven community and organization. The next head will need to focus on building positive, genuine relationships across the breadth of the Chesapeake Bay extended community, and notably, with faculty, establishing trust, authenticity, and commitment to the school.
- Managing enrollment and attrition will be a major focus for the next head of school.
- Building and installing operating systems that will improve communications and promote clarity and create accountability among faculty, staff, and administration.
- Embracing the need to be the school’s chief fundraiser and visible community presence.

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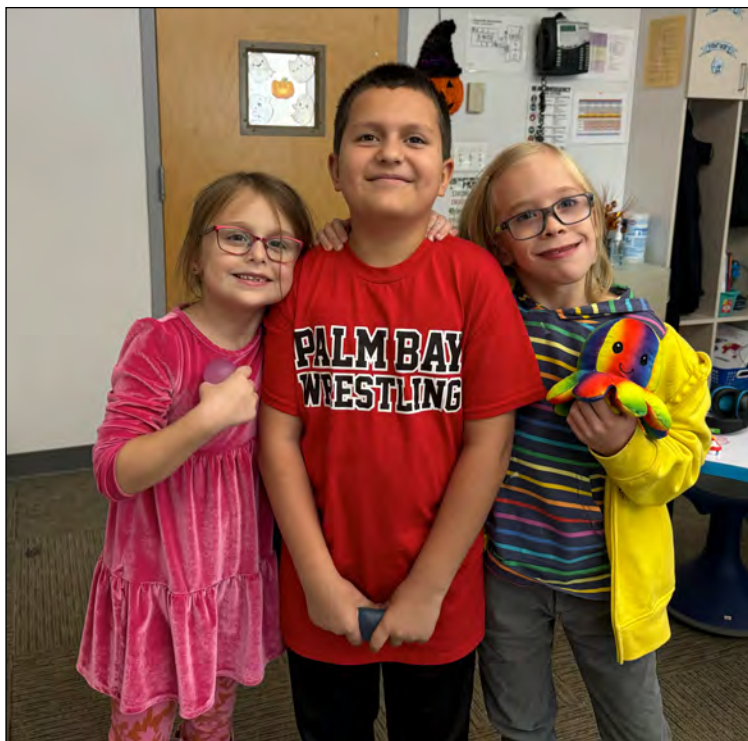


Qualifications and Qualities

The successful candidate to be Head of School at Chesapeake Bay Academy will be a mission and values-driven leader who will embody and demonstrate the following skills, qualities, characteristics:

- Demonstrating the executive skills that will both promote clear decision-making and allow decisions to be known. Authenticity and transparency are or will be critical.
- Organizing strategic challenges and opportunities, including co-curricular programs and athletics.
- Creating a shared vision. Work with the outstanding team of board members, administrators and faculty to create an exciting vision for Chesapeake Bay Academy, making this vision a reality.
- Hiring and retaining faculty with attention and care to salaries, workloads, and job expectations.
- Devoting care and attention to the two newest programs; CERTI and CadetNet.
- Ability to forge authentic relationships with a wide range of people, both within the constituencies of the school and externally, including parents, and wider community members.
- Demonstrated experience as a highly strategic thinker and implementer of strategic vision for the future.
- Demonstrate experience with neurodiverse students within varied types of special education programs and a strong passion for working with these students and their families.
- Demonstrated success as an inspirational and collaborative leader and educator, and ability to serve as a visible, energetic and engaged presence in the extended Chesapeake Bay community.
- Command excellent listening skills, along with the capacity to make decisions and motivate others to support those decisions.
- Capable financial acumen, understanding of marketing, ability to perceive of and lead the school as a business.
- Capacity to serve as a highly ethical, firm and transparent role model for the community.

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- Talent in identifying, selecting, retaining and inspiring, outstanding teachers, staff and administrators, as well as for supervising, motivating, and developing them.
- Enjoy being a visible presence in the life of the school.
- Command excellent communication skills, both in writing and speaking.
- Understand, enjoy, effectively engage with, and listen to neurodiverse students from the age of 6 to 18.
- Demonstrate leadership, integrity, compassion, empathy, humor, joy, and delight.

To Apply

Candidates interested in applying to be the next Head of School at Chesapeake Bay Academy may apply online at <https://rg175.com/candidate/signup>.

The application includes:

- Letter of Interest
- Resume
- Personal Statement, Educational Philosophy or School-Related Writing Sample
- List of Five References (References will not be contacted without candidate's permission)

Deadline to apply: **Friday, March 14, 2025.**

Thank you for your interest in Chesapeake Bay Academy. We look forward to hearing more about your interest in this exciting opportunity.

If you have any questions about the search, please reach out to John Farber at jfarber@rg175.com.