

POCOSIN INNOVATIVE CHARTER SCHOOL

Academic Director

Creswell, North Carolina | Full-Time | In-Person

Position Type	Full-Time, 12-Month
Location	Creswell, NC 27928 (on-site; relocation required before start)
Reports To	Board of Directors
Compensation	\$95,000 to \$125,000 annually, commensurate with experience
Benefits	Health, dental, vision, life insurance; paid time off
Target Start Date	July to August 2026

ABOUT POCOSIN INNOVATIVE CHARTER SCHOOL

Pocosin Innovative Charter School (PICS) is a tuition-free, K-8 public charter school located in Creswell, North Carolina, serving just under 300 students in Washington County. PICS is guided by a clear mission: to provide a high-quality education preparing today's students for tomorrow's world with a solid foundation to become respectful and productive citizens, with a focus on regional agriculture and related industries. The school's academic program is built on the North Carolina Standard Course of Study and enriched with a strong agricultural focus woven throughout. Literacy instruction is anchored in the SRA Reading Mastery Program in grades K-5, with continued development through grades 6-8 via additional SRA modules and literary studies. Math instruction is delivered through Reveal Math and Go Math K-8, supported by data-driven platforms including IXL. Science and social studies connect core standards to the agricultural and cultural fabric of the region, with students engaging in hands-on learning tied to their grade-level objectives and the broader world around them. PICS is more than a school. It is a reflection of its community, and the right Academic Director will understand and honor that from day one.

ABOUT THIS ROLE

PICS is seeking an Academic Director who will serve as the face and heart of the school. This is not a behind-the-scenes management role. The right person will be a visible, trusted presence for staff, students, families, the board, and the broader Creswell community.

This leader will own the academic vision of the school, build and strengthen instructional systems, drive curriculum alignment, and actively support enrollment and community engagement. They will bring stability, clarity, and momentum to a school community that is ready to grow and ready to be led.

PICS needs someone who is genuinely drawn to this work in this place. The school is looking for a leader who intends to invest deeply, build lasting relationships, and help guide PICS into its next chapter.

KEY RESULT AREAS

Success in this role will be measured against the following Key Result Areas. These are the outcomes PICS expects the Academic Director to meaningfully advance within their first year.

Key Result Area	What Success Looks Like
Establish Trust and Credibility	Within the first year, the Academic Director is recognized as the face of the school by staff, families, the board, and the broader community. Stakeholders feel seen, heard, and confident in the direction of school leadership.
Lead Curriculum and Instructional Alignment	The Academic Director oversees curriculum decisions and ensures all instructional choices are aligned to the mission and vision of PICS. They establish clear expectations for what excellent teaching looks like at this school, defining the 'PICS way' in the classroom and building consistency across grade levels.
Build and Sustain Academic Systems	Consistent instructional systems are established, including teacher observations, feedback cycles, testing and intervention strategies, and the Beginning Teacher Support Program. Staff have clarity around expectations and feel supported in their growth.
Stabilize and Grow Enrollment	The Academic Director actively contributes to enrollment stabilization and growth by serving as a visible, trusted presence in the community and supporting outreach efforts that reflect the school's mission and values.
Lay the Groundwork for Expansion	While expansion is a longer-term goal, the Academic Director begins building the academic and cultural foundation that will make sustainable growth possible.

SKILLS AND QUALIFICATIONS

The following skill sets are essential for achieving the Key Result Areas above.

Instructional Leadership

Strong foundation in instructional best practices with the ability to evaluate and improve teaching and learning. Comfortable conducting classroom observations, delivering meaningful feedback, and holding staff accountable to clear instructional expectations.

Curriculum Development and Implementation

Experience selecting, adopting, and implementing curriculum aligned to a school's mission and vision. Ability to build consensus around a shared instructional framework and define clear teaching expectations school-wide.

Relationship Building and Trust Development

Skilled at earning trust quickly with staff, families, the board, and the broader community. Maintains consistent and transparent communication and builds lasting relationships rooted in honesty and follow-through.

Staff Development and Coaching

Demonstrated ability to develop teachers at all experience levels, including beginning teachers. Experience with formal teacher support programs, coaching cycles, and professional development planning.

Data Literacy and Academic Accountability

Ability to use student performance data to drive instructional decisions, identify intervention needs, and track progress toward academic goals.

Community Engagement and Outreach

Comfortable serving as a visible, outward-facing representative of the school. Experience engaging families, building community partnerships, and communicating the school's mission and value to prospective families.

Organizational and Systems Thinking

Ability to build structure and bring consistency to a school environment. Establishes clear systems, processes, and routines that support both staff and students.

Conflict Navigation and Boundary Setting

Operates with clarity around their own authority, navigates staff dynamics professionally, and holds boundaries without being adversarial. Does not get pulled into triangulation or staff politics.

WHO YOU ARE

Skills and experience matter, but so does character. PICS is looking for someone who embodies the following values, not just on paper, but in how they lead every day.

- Resilient and Steady.** You stay calm under pressure, don't get rattled by complexity, and bring a grounding presence to a school community that is ready for stable, consistent leadership.
- Humble.** You listen before you act. You understand you are walking into a school with history, relationships, and culture already in place, and you know that earning trust requires learning before leading.
- Integrity and Transparency.** You communicate honestly, follow through on commitments, and operate with consistency between what you say and what you do.
- Mission-Driven.** You genuinely believe in the work of charter schools and in the specific community PICS serves. This is not a stepping stone role. You are bought in and intend to stay.
- Collaborative but Decisive.** You value input from others and create space for staff voice, while also being willing to make clear decisions and own them. You bring people along without being indecisive or conflict avoidant.
- Visible and Relational.** You want to be known in the building and in the community. You are present with teachers, approachable to families, and active in the broader school community. Leadership at PICS cannot happen from behind a desk.
- Accountable.** You hold yourself to a high standard and model the same expectations you set for others. You are comfortable receiving feedback and using it to grow.

THE IDEAL CANDIDATE

The ideal Academic Director for Pocosin Innovative Charter is someone who walks into a room and makes people feel like things are going to be okay. They are steady, warm, and confident without being arrogant. They have done this work before and carry themselves in a way that communicates both competence and genuine care for the people around them.

This person does not just understand the mission of PICS on paper. They feel it. They understand that the school's agricultural focus is not a marketing angle. It is the lens through which learning happens and the bridge between the school and the community it serves. They embrace that identity and find ways to bring it to life inside and outside of the classroom.

This person is not looking for a comfortable role or a stepping stone. They are drawn to the challenge of building something meaningful in a small, rural school community where relationships run deep and trust is earned over time, not assumed. They understand that Creswell is not a suburb. The families, staff, and community members who have

chosen PICS have done so with intention, and this leader honors that by showing up with the same level of commitment. They are a teacher at heart. Even in a leadership role, they are drawn to the classroom, to coaching teachers, and to the daily work of improving instruction. They believe every student at PICS deserves excellent teaching and they build systems that make that possible.

This person is equally comfortable presenting to the board, sitting down with a struggling first-year teacher, and greeting families at the front door on the first day of school. They do not see community engagement as a separate part of the job. They understand that being the face of PICS is the job, and they embrace it fully.

They are organized and systems-minded, but not rigid. They can build structure without losing the human element that makes a school feel like a community. They hold their lane, they respect others' lanes, and they do not get pulled into triangulation or staff politics.

Above all, this person is here because they believe in PICS, in the students of Washington County, and in the power of a school that is deeply connected to the land, the community, and the future of the region. They are not passing through. They are planting roots.

MINIMUM QUALIFICATIONS

- Bachelor's degree required; Master's degree in Education, Educational Leadership preferred
- Minimum of 3 to 5 years of classroom teaching experience
- At least 2 to 3 years in a school leadership or instructional leadership role (principal, assistant principal, dean, instructional coach, or equivalent)
- Experience in or strong commitment to rural, community-rooted school settings
- North Carolina licensure in administration preferred
- Experience with curriculum selection, adoption, and implementation
- Track record of improving student outcomes through data-informed instructional leadership
- Ability to commute to or relocate to Creswell, NC 27928 prior to start date

HOW TO APPLY

Pocosin Innovative Charter School has partnered with Leaders Building Leaders to lead this search. Interested candidates should fill out the application form and submit the following materials.

- [Submit Application Here](#)
- Resume or curriculum vitae
- Cover letter that speaks to your connection to PICS's mission and your vision for the Academic Director role
- Contact information for three professional references (references will not be contacted without prior notice)

Applications will be reviewed on a rolling basis. This position is posted until filled. Priority consideration will be given to applications received by July 15, 2026.

Questions? Contact Lauren Watters, lauren@lbleaders.com Leaders Building Leaders.

Pocosin Innovative Charter School is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, or any other characteristic protected by law.