Our Mission

Charles Armstrong School unlocks the unique potential of students with dyslexia and related learning differences, changing the trajectory of their lives.

Our Values

We are student-centered. Our instructional approach embraces neuro-diversity. We nurture and celebrate individual strengths and talents. We cultivate self-confidence and the joy of learning.

We grow together. Our highly-trained faculty foster continuous student growth within a supportive environment. We educate and actively partner with families.

We honor community. Our students’ shared experience cultivates a sense of belonging. Our families, faculty and staff develop meaningful relationships.

Overview

At Charles Armstrong, we develop each child’s areas of growth and also identify and foster areas of strength. Our goal is to nurture confident, self-aware learners who can understand and articulate their learning strengths and areas of growth, pursue areas of interest and develop passions and talents, advocate for their learning and social-emotional needs and approach academics and life with confidence and enthusiasm. Armstrong graduates attend a mix of independent and public high schools, very few of which specialize in serving dyslexic learners.
<table>
<thead>
<tr>
<th>Who We Teach</th>
<th>How We Teach</th>
<th>What We Teach</th>
</tr>
</thead>
<tbody>
<tr>
<td>We teach students from the greater Bay Area who:</td>
<td>Multisensory Methodology</td>
<td>Learning Skills &amp; Strategies</td>
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<tr>
<td>• Have Dyslexia and experience difficulty with basic reading, spelling, and writing skills</td>
<td>Small Group Instruction</td>
<td>Cultivating Resilience</td>
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<td>• May have related challenges such as ADHD, anxiety, executive functioning, auditory processing, dysgraphia, or dyscalculia</td>
<td>Technology Integration</td>
<td>Academic Concepts &amp; Skills</td>
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Our students’ strengths:  
- Intelligence  
- Creativity  
- Outside-the-box thinkers  
- Resiliency  
- Self-advocacy

Teaming & Collaboration  
- Training & Instructional Support  
- Informed by Research & Data  
- Embedded Social-Emotional Learning  
- Physical Education/Movement  
- Makerspace  
- Musical Theater

Specialty Area Programs:  
- Visual arts

- Music

- Physical Education/Movement

- Makerspace

- Musical Theater
ARMSTRONG AT A GLANCE

Founded: 1968
Total Faculty & Staff: 76
Number of Students: Approximately 240
Grade Levels: Grades 2-5 (Lower School), Grades 6-8 (Middle School)
Approximate Class Size: Lower School: 14, Middle School: 19
Historical Number of Students: over 3,000 students
Student/Teacher Ratio: 14 Students per 2.5 teachers (Lower School)
19 students per 2.5 teachers (Middle School)
Small Group Instruction: Lower School: 4-8 students to 1 teacher
Middle School: 6-10 students to 1 teacher
Tuition: 2020-2021 is $47,775
Operating Budget: $11M
Financial Aid: $1.5M
Endowment & Cash Reserves: $12M
Debt: $0
Fundraising: $1.1M
Accreditation: CAIS, WASC
(and follow Common Core state standards)
Student Life
To the casual observer, our campus looks and functions like any other school in the Bay area. Armstrong students are enthusiastic learners, collaborative problem solvers, empathetic classmates and so much fun. Our campus culture reflects this.

After-School Sports Programs
Street hockey, cross-country, volleyball, basketball, flag football, wrestling, and soccer are all popular sports.

Field Trips
Dyslexic students tend to thrive in experiential learning situations.

Outdoor Education
Trips include kayaking, white-water rafting, a ropes course, river and coastal ecology studies, marine science, geology and geography studies, whale-watching, native cultures study and American history tours.

Student Council
Elected council members in the Middle School take on a variety of responsibilities.

D.C. Trip
Our eighth grade class travels to Washington DC each spring as a right of passage.

Middle School Dances
Annual Drama Production & Talent Show

Board of Trustees
The Charles Armstrong School Board is currently comprised of 16 Trustees which include current and past parents and individuals from the broader community as well as additional Special Trustees – the CAPSO Chair Liaison, two Liaisons to the UCSF Partnership, and our Founder and Chairman Emeritus, Dr. Wilbur Mattison, Jr.
Future Leadership of Charles Armstrong School

Charles Armstrong School has a proud history, a clear and compelling mission, a supportive community and a bright future. We seek a passionate and talented leader who not only understands the needs of our unique population, but also shares an appreciation of the tremendous potential of these learners as well as a desire to help students identify and build their strengths. The Head of School must recognize the value of continued engagement in current research regarding best practice in educating students with learning differences and understand the complexities of educating an exceptional population. The Head must also appreciate the importance of educating and supporting our families.

Strengths of the Charles Armstrong School

- Knowledgeable, exceptionally dedicated and passionate faculty and staff
- A culture of optimism and belief in the unique ability of each student
- A supportive Board and parent body
- Sound fiscal management and robust enrollment
- Dedication to continued research in best practice through partnership with UCSF Dyslexia Center

Future Direction

Charles Armstrong School has completed a new strategic plan and seeks a leader who can collaboratively lead its implementation. The strategic priorities are:

- Goal #1: Expand and Deliver our Program with Excellence
- Goal #2: Prioritize an Outstanding Work Experience for Faculty and Staff
- Goal #3: Strive to be an Inclusive School Community
• Goal #4: Increase Awareness of Armstrong Through Greater Marketing and Outreach Efforts

• Goal #5: Address Short and Long-Term Space Needs

**Characteristics Desired in the Next Head of School**

• An inspiring and visionary leader who embraces the Charles Armstrong Mission

• A leader who has an ability to attract, support and retain high quality faculty

• A leader who has the confidence to appreciate, work collaboratively with, and cultivate the strengths of an exceptional faculty and administrative team

• A leader who has a deep understanding of and commitment to diversity, equity and inclusion

• A leader who demonstrates sensitivity and empathy toward students with learning differences

• A leader who demonstrates a willingness to challenge and innovate

• An efficient leader who is strategic, internally and externally focused, and comfortable promoting the school in a variety of circumstances

• A warm and dedicated leader who is eager to engage with students, faculty, and parents and is talented at relationship and community building

• A leader who is empathetic with strong listening and effective communication skills

**Professional Qualifications**

• An advanced degree and evidence of continued learning

• Excellent management skills, delegates effectively, and communicates a clearly articulated leadership vision

• A demonstrated ability to hire, mentor, evaluate and develop talented administrators, faculty, and staff members

• The ability and willingness to participate fully in the external aspects of school leadership, including playing a leadership role in fundraising

• The ability to translate vision into action
Candidates interested in this position are asked to submit the following materials in a single pdf to Mary Seppala (maryseppala@gmail.com)

- EC Candidate Summary Form (request from search consultant Mary Seppala (maryseppala@gmail.com))
- A cover letter addressed to Charles Armstrong School Search Committee
- Resume
- Statement of leadership philosophy
- A list of 5 or more references with e-mail and phone contact

Dossiers will be reviewed and candidates interviewed upon receipt. The Charles Armstrong School Search Committee will review candidate dossiers and conduct interviews on a rolling basis and reserves the right to conclude the search when an exceptional candidate is identified.