



EPISCOPAL  
SCHOOL OF BATON ROUGE

POSITION PROFILE

# HEAD OF SCHOOL

EPISCOPAL SCHOOL OF BATON ROUGE • BATON ROUGE, LA  
2020-21 SCHOOL YEAR



SCHOOL STRATEGIES  
and **SOLUTIONS**

CONSULTING RESOURCES FOR SCHOOL LEADERS

[schoolstrat.com](http://schoolstrat.com)

APPLICATION DEADLINE  
JUNE 1, 2019

FIRST ROUND INTERVIEWS  
JULY 2019

APPOINTMENT DATE  
OCTOBER 15, 2019

POSITION START DATE  
JULY 1, 2020

SEARCH CONSULTANTS  
School Strategies and Solutions

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Applications are requested by June 1, 2019 to ensure full consideration. Highly interested candidates are strongly encouraged to submit their materials well in advance of this deadline. The school desires to appoint the next Head of School by October 15, 2019, with a starting date of July 1, 2020.

**Note:** We strongly encourage all interested candidates to visit the school's website –[episcopalbr.org](http://episcopalbr.org), in addition to reviewing the information provided.

## CONSULTANTS' NOTES

Bob Hallett and Ted Lingenheld of School Strategies & Solutions were on campus from January 14 -16, 2019 during which in-depth interviews with all stakeholders were held. Our visit served to reinforce our initial impressions of a school, not only well run, but also ready to build upon a decade of physical and programmatic improvements under the seasoned eye of Hugh McIntosh, whose tenure will end in 2020.

Throughout our visit we heard and felt numerous references to "Spirit, Mind and Body". First and foremost these words succinctly focus the school's mission on developing in young people their spiritual life, the life of the mind and fitness of the body. At Episcopal the order of these words matter, and it came as no surprise the school named its current comprehensive capital campaign, *Spirit, Mind & Body*, using these pillars to support institutional goals. Extensive renovations to the chapel became the first completed priority. In the fall of 2019, the school opened its new Academic Commons - a state of the art facility dedicated to mathematics, the sciences and the advancement of STEM studies. Finally, construction is underway for a new \$9,000,000 Athletic Field House. With an interscholastic participation rate of over 80%, this facility significantly enhances current robust athletic offerings. These improvements are a true gift, offering the next HOS an opportunity to secure the school's financial future while strengthening an already distinctive spiritual, academic, arts and athletic program. In addition, the recent purchase of 24 contiguous acres offers a strategic opportunity for the next HOS. A review further in this document of the school's financial profile will underscore the need to raise unrestricted endowment as but one way to keep tuition affordable.

In the city there is increasing competition for students, which will require the next HOS to develop new recruitment and marketing tools as well as greater clarity in its branding message. Thus, the successful candidate will lead the way to increase current enrollment of 935, with potential mission-appropriate students and families who may not have considered an Episcopal or independent school education. As the city's tuition leader, Episcopal must be proactive in asserting its value-added proposition. There is also an opportunity to what sets an Episcopal values-based education apart from other religiously affiliated and non-affiliated schools.

The school's Episcopal identity, Mardi Gras, Friday night football, the annual musical, and exotic cuisine are but a small part of the fabric found within this diverse and historic intersection of many cultures. The community looks to its next leader to be someone eager to be a full partner with other civic leaders, who has a vision and is willing to commit for a tenure sufficient to execute that vision for the enhancement of, not only Episcopal, but Baton Rouge.

Student diversity stands at 24%, and the school expects to continue gains made in becoming more ethnically and racially diverse. With 61% of faculty holding advanced degrees, students are the beneficiaries of their commitment to academic and scholarly excellence as well as continued professional development. Episcopal has been among the top schools with the highest percentage of National Merit Scholars in Louisiana for the past several years.

The state capital, Baton Rouge, located on the eastern bank of the Mississippi River, is unlike any small southern city. 80% of the population who live in Baton Rouge was born here. Recent census data puts the population of Greater Baton Rouge at 825,000. It is the second largest city in Louisiana. Traditions abound and are universally supported.

We believe Episcopal represents an unusually inviting leadership opportunity for a 21st Century school leader. The successful candidate should present an easily approachable and relational demeanor, a balance between work and life, a distributive leadership style and a passion for academic excellence.

*Bob Hallett and Ted Lingenheld – School Strategies and Solutions*

# WHO WE ARE

**Standing on the fiftieth year threshold** of providing the most comprehensive college preparatory education available for students in Baton Rouge, LA, Episcopal School of Baton Rouge is proud of its justifiably excellent reputation. Founded by the Episcopal Diocese of Louisiana, today's school hews to tenets and Principles of Best Practice for Episcopal schools developed by The National Association of Episcopal Schools. "Spirit, Mind and Body" comes alive in the positive interactions between and among faculty and students, fortunate enough to attend this exemplar of the best independent schools can offer the community they serve.

## MORE THAN A REPUTATION...

If you're from the Baton Rouge community, or just arrived, you've likely heard of us. Maybe you've heard that we are the best private school in Baton Rouge or an "elite" Independent day school or "expensive?" Maybe you've talked to one of our parents and are excited to learn more about our school? Maybe you've heard about our strong academic reputation and want to know more? You've heard that we're the "best" school in town, but you're not quite sure what that means...

## LEADING THE WAY.

We are Episcopal and we exist to prepare our students for lives of purpose. It's a long, beautiful journey and you, the parent, are our partners every step of the way. We believe that educating the "whole child" isn't just a buzzword. We live out our mission by offering strong, balanced programs in academics, arts, athletics, and spirituality, that allow our students to find their passions and give back to the world.



“Experience the celebration of each individual’s spiritual journey, nurtured by clergy and staff dedicated to growing young women and men of character.”



# MISSION AND VALUES

# HISTORY AND GOVERNANCE



## CORE VALUES

The core values of the School are those things which are believed to be of abiding importance in the life of the School. These have been important in its history, in its current life, and should not change in the foreseeable future. The school endeavors to be a national example of excellence in an Episcopal educational community.

As an Episcopal institution inspired by the life and ministry of Jesus Christ, the School cherishes spiritual growth centered on the Holy Eucharist. While celebrating a religious environment in which many faith traditions exist, the School's daily life of prayer and its sacred observances provide a foundation for the growth of each spiritually maturing person.

In its aspiration to educational excellence, Episcopal understands the importance of a premier faculty that is committed to the development of the whole child and dedicated to helping all our students meet the challenge of high standards in academics, the arts, and athletics. Enthusiastic, nurturing teachers are passionate about being themselves, a community of learners.

The strong sense of community that marks Episcopal is reflected in the cooperative effort of teachers, staff, students, parents, alumni, and friends working together to create an environment that supports the development of children. It also reaches beyond itself to the larger civic life of our city, the nation, and the world.

**Episcopal has grown substantially** since it was founded in 1965. Beginning with fewer than 25 seventh grade students on the school's original campus at St. James Church in downtown Baton Rouge, the School now has an enrollment exceeding 930 students in pre-kindergarten through twelfth grade. In 1968 the school moved to its current location, graduating in 1970 its first senior class and in 1990 the Lower School was established followed by the addition of PK-4 and PK-3 in 2014. Episcopal now stands on approximately a 74-acre campus with twelve top quality buildings and extensive athletic facilities.

## MASTER PLAN/VISION

The school's last Strategic Plan 2015–2019 concludes on December 31, 2019, creating an opportunity for the next HOS to assist the board in articulating a vision for the school as he or she works with the board to design a Master Plan of the existing campus and the recently purchased adjacent property. In addition the school has conducted a security audit and plans to carefully consider recommendations of an ad hoc committee of the board tasked with looking at all related issues to campus security.

## BOARD OF TRUSTEES

- The board of trustees consists of no less than 20 and no more than 30 trustees, with at least two-thirds of elected trustees adult communicants in The Diocese of the Episcopal Church of Louisiana
- Consultants were most impressed by the Board's understanding and application of NAIS and NAES Principles of Best Practice.
- The Executive Board of The Diocese annually elects trustees upon nomination by the Bishop for a three-year term, with no trustee serving more than two consecutive terms. In practice new members are vetted by the school's Trustees Committee for presentation to the Bishop

[Board of Trustees and School Leadership](#)

## HEAD OF SCHOOL'S OFFICE AND ADMINISTRATIVE ORGANIZATION

- The Head of School is responsible for all personnel and school operations, and reports directly to the Board
- The school's organizational chart reveals a complex structure which features an Administrative Council composed of the Head of School, all three division heads, the Dean for Academics and Senior Chaplain. Additional members include: the Directors of Admissions, Advancement, Marketing and Communication, Athletics, the Chief Financial Officer, and Dean of Students

[Head of School Corner](#)

# ACADEMIC AND CO-CURRICULAR PROGRAM

**Our visit offered clear evidence** that Episcopal provides a top-tier academic program with impressive student outcomes and outstanding college placement. Teachers see themselves and are widely regarded as highly focused on and committed to the School, innovative and student-centered. The new Academic Commons offers spacious, visually inspiring and well-equipped gathering and learning spaces. This is a college-level resource for science, math, robotics and project-based learning programs.



## OVERVIEW OF EDUCATIONAL PROGRAMS

### LOWER SCHOOL

A letter from [Bridget Henderson, Lower School Head](#)

### MIDDLE SCHOOL

A letter from [Lucy Smith, Middle School Head](#)

### UPPER SCHOOL

A letter from [Tom Forti, Upper School Head](#)



## COLLEGE COUNSELING AND PROFILE

The college placement list provides ringing testimony to the academic preparation students enjoy. For the Class of 2018, 94 seniors with an average GPA of 3.74 applied to 546 colleges. 30% of those applications went to “Most Competitive Colleges” as rated by Barron’s Guide to Colleges. Another 44% of applications went to “Highly Competitive Colleges” or “Most Competitive Colleges.”

As a college preparatory school both in curriculum and philosophy, Episcopal has a comprehensive college counseling curriculum that engages students every year beginning in eighth grade. The curriculum is designed to guide students with age appropriate topics to discover personal strengths, values, and passions. This self-awareness allows students to ultimately discover the best college to help them achieve their goals and dreams.

The college counseling staff helps students understand how different aspects of their lives shape the college search process and inform their final college decision. As the only independent school in Louisiana with three full-time college counselors, Episcopal provides unparalleled access to individualized college guidance for students and families. The dedicated counselors use many tools to guide students including:

- Personality inventories
- Career surveys
- Online search tools
- One-on-one counseling
- Small group sessions
- Monthly presentations for families
- Naviance: a comprehensive online college and career exploration tool

Episcopal graduates matriculate at schools that offer them the best fit along the criteria they established in their search – schools where they are happy to live, comfortably challenged, and poised to succeed.

Learn More about [COLLEGE COUNSELING](#)

**81%**  
of seniors applied to a Louisiana public university

**77%**  
of seniors applied to an Out-of-State University

**30%**  
of seniors applied to Tulane University in New Orleans

**33%**  
of applicants to “Most Competitive” colleges were accepted.

**16%**  
of the class matriculated at a “Most Competitive” college

**52%**  
of applicants to “Highly Competitive” or higher colleges were accepted.

**26%**  
of the class matriculated at a “Highly Competitive” or higher college

**53%**  
applied to Early Action and enrolled at that institution. 22 states were represented in college applications.

**34%**  
of students matriculated at LSU

**3.2%**  
of students matriculated at Tulane

**54%**  
of students matriculated out-of-state

# ACADEMIC PROGRAM OVERVIEW

## ARTS AND ATHLETICS

We hold the Arts and Athletic programs at Episcopal in high esteem compared with many other fine day schools with which consultants have worked. The high standards, experience and energy of each program's leaders, and their teachers and coaches are exceptionally impressive. As well, the facilities that support these programs are extraordinary. The arts programs are supported by a 450-seat professional theater and a large black box theater; a fully-equipped dance studio with a sprung hardwood floor; ample practice and ensemble spaces for choral and instrumental music; studios for painting and drawing, pottery, photography, and sculpture. The new Field House will be open for the 2019-20 dance studio with a sprung hardwood floor; ample practice and ensemble spaces for choral and instrumental music; studios for painting and drawing, pottery, photography, and sculpture. The new Field House will be open for the 2019-20 school year. Outstanding practice and playing fields, along with a tennis center and two other gymnasiums complement the outdoor spaces.

Learn more about [ARTS](#) and [ATHLETICS](#)

## CENTER FOR SERVICE LEARNING

The National Association of Episcopal Schools (NAES) believes that one of the principal qualities of an Episcopal school, is that we work for social justice through community service and service learning programs. Episcopal's spiritual leaders bring students yearlong service learning experiences directed at the needs of our greater community, infusing classrooms with service learning projects and collaborating with teachers across disciplines.

Learn more about [SERVICE LEARNING](#)

## STUDENT VESTRY

A vestry committee in an Episcopal church is made up of members of that parish, who work with the clergy to give shape to the life of that community. They are there as leaders of the church to represent and speak to the condition, ideas, needs of the larger group. At Episcopal we have vestries as well—a Middle School Student Vestry and an Upper School Student Vestry.

Learn more about [STUDENT VESTRY](#)

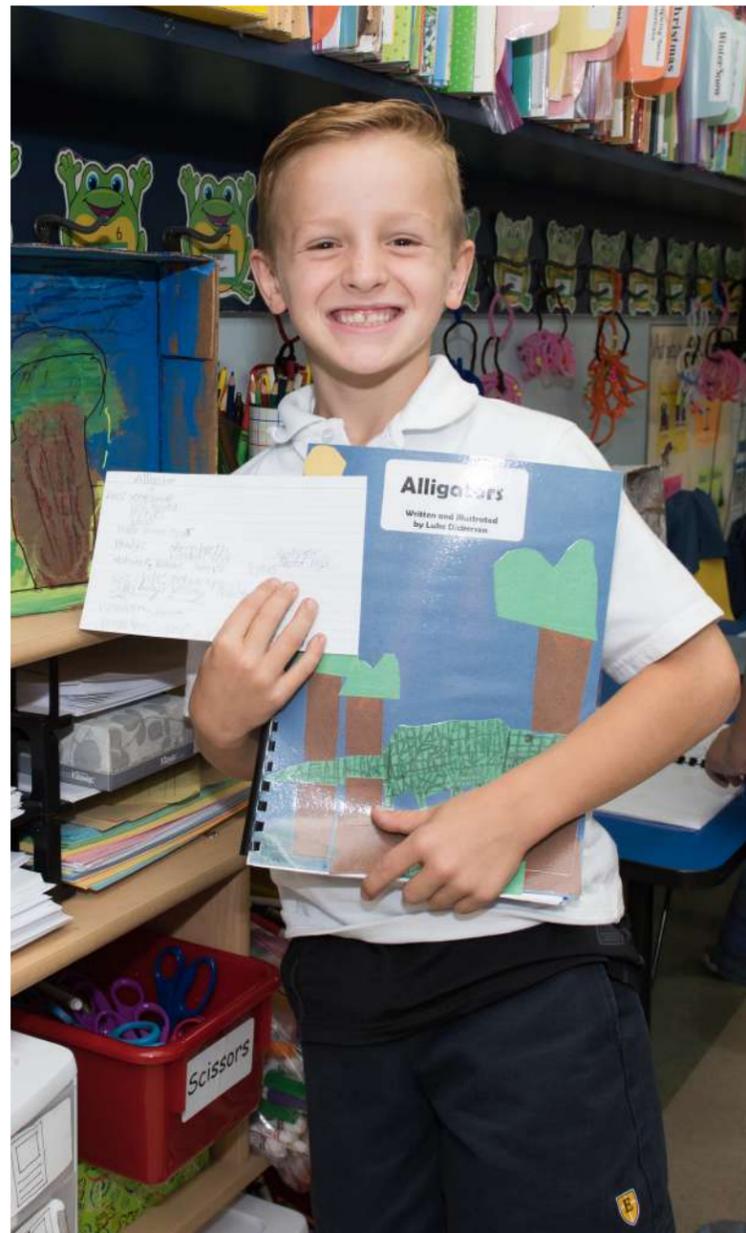


# RECENT AND CURRENT ACADEMIC INITIATIVES

Following our visit, the Academic Dean provided this list that we share below to offer prospective candidates a glimpse into the dynamic academic life of the school at all levels.

## ACADEMIC DISTINCTIONS

- Developed a program in which Upper School students can earn distinctions in various academic areas
- Purpose is to recognize students who excel in different areas and to encourage students to follow their own individual interests and passions
- Includes Distinctions in Art, English, Math, Social Studies, Religious Studies, Science, and World Languages, in addition to two previously established research-focused academic programs: Thesis and ESTAAR
  - o Thesis is a two-year course of study open to selected students, offering a forum of ideas that focus on service learning, character and global issues. The culminating thesis is presented to a faculty committee, submitted to professional presentation publications, and shared with the entire student and faculty body.
  - o ESTAAR is a two-year independent science research program in which selected students learn the skills to perform high-level research and are placed in local university or research institute labs. Students write papers based on their research, which may be submitted for publication in peer-reviewed journals, and present their work at local symposia and to the entire student and faculty body.



## UPPER SCHOOL AND MIDDLE SCHOOL SCHEDULE CHANGE

- Developed a schedule to provide more meaningful class time, the flexibility to develop projects, and to reduce student and faculty stress

## PROJECT-BASED LEARNING AND STUDIO-MODEL LEARNING

- Developing and evolving our project-based learning methodologies in the US, MS, and LS
- Studio model approach emphasizes real-world applications and empathy, the iterative process, and student choice
- Professional development opportunities for faculty in all three divisions have provided opportunities for training in best practice for Project Based Learning.



# RECENT AND CURRENT ACADEMIC INITIATIVES



## FACULTY

68 Female faculty  27 Male faculty 

95 Full time faculty  
(Above 70% is considered FTE)

58 (61%) Faculty with advanced degrees

8 years Average length of service to Episcopal

14 years Average total teaching experience

52 Faculty with <math>\leq 5</math> years at ESBR  
total teaching experience: 20

19 Faculty with 6-10 years at ESBR  
total teaching experience: 19

6 Faculty with 11-15 years at ESBR  
total teaching experience: 24

8 Faculty with 16-20 years at ESBR  
total teaching experience: 11

10 Faculty with >20 years at ESBR  
total teaching experience: 21

## FORMATION OF THE GLOBAL AND SOCIAL STUDIES DEPARTMENT FOLLOWING A REVIEW OF THE WORLD LANGUAGE PROGRAM

- Review included studies of programs at other schools, including St. Andrews' in Jackson, MS and Laurel School in Shaker Heights, OH
- Combined Social Studies and World Language departments
- Emphasis on helping students understand history, art, culture, etc. from both a global and local perspective in existing courses and in new "global studies" courses
- Developed better vertical alignment in language courses that includes proficiency testing
- Expanded French language studies into the Lower School
- Recognizes the cultural importance of French in Louisiana
- Provides opportunity for LS students to learn and compare both the French and Spanish languages, which reinforces understanding language skill development in French, Spanish and English

## ART PROGRAM REVIEW

- Studying art programs at aspirational schools
- Reviewing course offerings and course progressions in LS, MS, and US
- Exploring options for summer programming

## REVIEWING VERTICAL ALIGNMENT FOR CONTENT AND SKILLS

- Reviewing the vertical alignment in Lower School through Upper School
- Current alignment focuses on skills more than content in some content areas

Episcopal School is accredited by the Southern Association of Independent Schools and the Southwestern Association of Episcopal Schools.

It holds memberships in NAIS, SAIS, NACAC, SACAC and the Assn. of College Counselors in Independent Schools.

# SPIRITUAL LIFE



## EPISCOPAL SCHOOL CHAPEL

The core of our Episcopal identity is expressed every day when our students come together to explore and strengthen their spirituality in worship that is sensitive to the diversity of religious identities represented by the students and faculty, while remaining faithful to the Christian foundations and Episcopal practice and tradition.

Learn more about [CHAPEL](#)

Learn more about [EPISCOPAL IDENTITY](#)

## THE EPISCOPAL HONOR CODE

At the heart of life at Episcopal is the Episcopal Code that is signed by all administrators, faculty and Upper School students and is included as a part of the school enrollment contract. Each signature represents a personal commitment to live by and to uphold this code. The code is crucial for the maintenance of a healthy and trusting community at the school. All three divisions support the understanding of and adherence to the code in age-appropriate ways.

Learn more about [HONOR CODE & HONOR COUNCIL](#)



# BATON ROUGE, LA

**Baton Rouge** is Louisiana's "Capital City" and the hub of all things Louisiana. With a prime, central location—just an hour away from New Orleans and Lafayette—Baton Rouge is the perfect city to explore the eclectic culture of this amazing state. Nicknamed the "Red Stick," Baton Rouge houses over 300 years of history, much of which can be tasted in our delectable food, seen in our distinct architecture and learned through our unique culture.

As its capital city, Baton Rouge is the political hub of Louisiana. It is the second-largest city in the state, with an estimated population of 227,715 in 2016. The metropolitan area surrounding the city, known as Greater Baton Rouge, is also the second-largest in Louisiana, with a population of 830,480 people as of 2015. The urban area has around 594,309 inhabitants.

Baton Rouge is a major industrial, petrochemical, medical, research, motion picture, and growing technology center of the American South. It is the location of Louisiana State University, the LSU System's flagship university and the largest institution of higher education in the state. It is also the location of Southern University, the flagship institution of the Southern University System, the only historically black college system in the nation. The Port of Greater Baton Rouge is the 10<sup>th</sup>-largest in the United States in terms of tonnage shipped, and is the farthest upstream Mississippi River port capable of handling Panamax ships.



Downtown Baton Rouge



Mississippi River Bridge - Baton Rouge, LA

## General City Information

[Wikipedia/History of Baton Rouge](#)

[Facebook/City of Baton Rouge](#)

[Facebook/Visit Baton Rouge](#)

## Real Estate (Baton Rouge)

[Homes.com](#)

[Realtor.com](#)

[Trulia.com](#)

[Zillow.com](#)

## Tourism

[City of Baton Rouge](#)

[Baton Rouge Travel Guide](#)

[Baton Rouge Chamber of Commerce](#)

## Things to do in Baton Rouge

[Visit Baton Rouge](#)

[Best Restaurants in Baton Rouge](#)

## Schools

[2019 Best Private Schools in Baton Rouge](#)

[Louisiana Association of Independent Schools \(LAIS\)](#)

[Louisiana State University \(LSU\)](#)

## Cajun and Creole Cuisine



Louisiana State University (LSU)

# PARENTS' GUILD AND SQUIRES

## THE PARENTS' GUILD

The Parents' Guild is an all-volunteer organization that exists to provide a means of communication between the School and parents, to provide opportunities for family education, to make a positive impact on the social life of the School, and to provide a means for parents to assist the School in various services, activities and projects.

Learn more about [THE PARENTS' GUILD](#)

## THE SQUIRES

The Squires is an organization that promotes the development of a comprehensive program of athletics at Episcopal. Parents and friends of all Episcopal students are eligible to purchase membership. The Squires raise additional funds to be used for the encouragement, promotion, and development of a comprehensive program of athletics. The Squires have no authority regarding the operation of the School. Sources of revenue for the Squires are primarily membership fees. An elected board meets regularly during the School year.

Learn more about [THE SQUIRES](#)

# ADMINISTRATIVE PROGRAMS

## ENROLLMENT AND RETENTION

### Enrollment

Enrollment for the 2018-19 year is 935 students (315 Lower/240 Middle/380 Upper). *Note that Middle School is grades 6-8.*

Of the above number of students, 129 enrolled for the current year. The grades with the highest new enrollment were 6<sup>th</sup> (26 new students), PK3 (17 new students, 9<sup>th</sup> and PK4 (14 new students), and K (12 new students).

### Retention

Retention has hovered between 94-95% for the past four years. Student attrition by grade level ranged from 2 (1<sup>st</sup> and 12<sup>th</sup> grades) to 8 (2<sup>nd</sup> grade) students in the past admissions year. Attrition has ranged from 47-52 students for the past four years.

Learn more about [ADMISSION](#)

## DEVELOPMENT

- Currently the school is engaged in a three-pronged capital campaign of \$20 Million, **Spirit \* Mind \* Body**, with cash and pledges to date in excess of \$14,000,000
- **Spirit:** The chapel was renovated first at a cost of \$1.6 million
- **Mind:** The Academic Commons, a \$9.4 million dollar project, opened in August 2018 adding 27,000 square feet of modern, innovative classroom space dedicated principally to STEM and entrepreneurial offerings
- Renovations to provide a Lower and Middle School Innovative Learning Center will begin soon.
- **Body:** Construction began in November 2018 on the 25,000 square foot Athletic Field House expected to open in the Fall of 2019
- As of Fall 2018, the school had two Leadership gifts of \$3,000,000 providing a solid foundation for this, the largest fundraising effort in the school's 50-year history
- Additionally the school's annual fund, The **eFund**, goal for FY19 is \$710,000
- Trustee giving is at 100% and was matched by faculty and staff at 100% by August 2018

## FINANCE

- As of June 2018 the school had total endowed assets of **\$11,935,254**
- Total school assets are **\$37,384,270**
- The board of trustees operates in a fiscally responsible manner by annually approving a balanced operating budget. For the FY19 academic year revenue are projected to be **\$20,282,891 vs. expenses of \$20,237,490**
- Financial aid is **\$2,767,675** and represents 12.6% of revenue
- School employees are immediately vested in a tax-deferred annuity plan. The School contributes 5% of salary on behalf of all full-time employees and will match the amount contributed by employees up to an additional 4% of salary



# THE OPPORTUNITY FOR THE NEXT HEAD OF SCHOOL



Episcopal would like to build on its solid foundation and strong, balanced programs in academics, arts, athletics, and spirituality, that allow our students to find their passions and give back to the world.

Episcopal seeks a visionary and collaborative leader who can help the institution evolve and maintain a leadership position in an increasingly competitive environment and complicated economic times.

This leader must communicate in a compelling manner, both internally and externally, and know how to access, inspire and grow critical resources, including top faculty and financial support, to advance the mission of the school.

This individual will be a community builder who can enhance trust and bring school constituencies together through shared goals and purpose to educate students by listening and synthesizing disparate views into a cohesive whole.

In addition, this person will lead the school in thinking about its role in and its interaction with the broader local and global community.



**EPISCOPAL**  
SCHOOL OF BATON ROUGE

# HEAD OF SCHOOL POSITION DESCRIPTION

## POSITION RESPONSIBILITIES

- Secure the school's financial future; work toward a sustainable financial model
- Consistently articulate the school's mission, both internally and externally
- Enhance and promote Episcopal values, as outlined by NAES
- Create a new master plan in concert with all stakeholders
- Continue to attract, enthusiastically support and retain a superior faculty



## PERSONAL QUALITIES AND CHARACTERISTICS

- Demonstrates integrity and inspires trust
- A compassionate "Servant Leader", who is respectful of all points of view, and who supports the development of the whole child - spiritually, intellectually, morally, physically and artistically
- A teacher and "school person", familiar with the nuances of independent education and understands the work of the faculty
- A skilled communicator whose style is balanced, logical and reflective
- A distributive leader who exercises wisdom and clear judgment when making decisions
- Skilled in leading a dedicated administrative team
- A visionary who embraces community traditions while forging new programs
- A leader who understands the school's important relationship within greater Baton Rouge and Louisiana State University, among other educational institutions.
- Authentic, personable, genuine, humble, good listener, compassionate, empathetic, and has a good sense of humor
- Highly relational personality by nature; "the human touch"; a story teller; a student-centered leader



# PROFESSIONAL QUALIFICATIONS

## PROFESSIONAL QUALIFICATIONS

- At least five years prior of leadership and/or teaching experience as Head of School, Assistant Head; division head or comparable administrative experience in an independent school or in higher education
- Fiscal management experience is desirable
- Minimum of a Master's degree in an academic discipline or administrative leadership
- A communicant within the Episcopal faith is desirable but not required
- Demonstrated ability to work with a board of trustees



# CHALLENGES AND GOALS

## CHALLENGES FACING THE NEXT HEAD OF SCHOOL

- Ensure there are adequate financial resources to maintain and improve current programs and adequately fund capital needs
- Complete the current capital campaign
- Prioritize building the value of the endowment as a means to reduce reliance on tuition dollars for future sustainability
- Focus energy on enrollment management, marketing and a unified branding campaign
- Differentiate the school through a clear "value-added proposition"
- Delegate program development to ensure vertical curricular integration among all school divisions
- Review all administrative structures as a consideration for a "distributive leadership" model
- Strengthen the school's sense of community, paying particular attention to graduates
- Continue to assist and educate the Trustees Committee of the board in seeking new members



# THE SEARCH PROCESS



## A complete application will include the following information for the Search Committee:

1. Cover letter expressing interest in this position and explaining why the candidate believes his/her qualifications match those sought by Episcopal School of Baton Rouge as presented in this Position Profile
2. Current resume (include email address)
3. List of at least five references with current phone numbers and email addresses. References should encompass the present position and most recent previous position
4. Statement of educational or leadership philosophy

## The application process includes the following steps:

1. Send your materials as a single document **BY EMAIL ONLY** attached as a single PDF document to both Ted Lingenheld and Bob Hallett (see addresses below)
2. When adding subsequent materials to your file, such as reference letters, please email them to the same two addresses
3. Your application will be acknowledged to your email address
4. **School Strategies and Solutions** will notify you of your status after your materials are complete and have been reviewed by the Search Committee
5. Questions not answered above should be directed to either the email addresses or phone numbers shown



## IMPORTANT DATES

**JUNE 1, 2019**

Application Deadline

**FIRST ROUND INTERVIEWS**

First Round Interviews begin in July

**OCTOBER 15, 2019**

Target Date for Appointment of Head

**JULY 1, 2020**

Position Start Date

Nominations for this position and questions from candidates should be directed to **BOTH**:

**Ted Lingenheld**

[tedling@schoolstrat.com](mailto:tedling@schoolstrat.com)

919-264-8636

**Bob Hallett**

[bobhallett@schoolstrat.com](mailto:bobhallett@schoolstrat.com)

207-522-0190