



# HEAD OF LOWER SCHOOL

Trinity School of Midland

## Trinity School

3500 W. Wadley Avenue  
Midland, TX 79707

[trinitymidland.org](http://trinitymidland.org)

Appointment for July 2026



### *Mission:*

*Trinity School of Midland is a college preparatory community that provides a nurturing environment to enrich the mind, strengthen the body, enliven the soul, and inspire servant leadership*

## TRINITY SCHOOL

With a more than 60 year history of excellence in education and accredited by the Independent Schools Association of Southwest since 1966, Trinity School continues to live its mission as a college preparatory community that provides a nurturing environment to enrich the mind, strengthen the body, enliven the soul, and inspire servant leadership. Its rigorous academic curriculum combines high standards of scholarship and a commitment to cultivate students' character, intellect, and passion to be a positive transforming influence. With a student body of more than 750 in Preschool through Grade 12, Trinity School values scholarship, faith, and community. Central to the life of the school is the tradition of daily Chapel. Each day students and faculty gather by division for worship, where children of all faiths are welcomed and valued and where kindness, respect, and the power of one person to make a difference in the world are emphasized.

The School includes four divisions: Preschool, Lower School, Middle School, and Upper School. Trinity's students are diverse, passionate about learning, and committed to contributing to the greater good of the larger community. While many students are native Texans, the Trinity community also includes students from around the nation and the world whose families are connected to Midland's major industries, energy and healthcare. Some 28% of the student body comes from diverse racial and ethnic backgrounds, 17% of all students receive some form of financial aid, and the average class size is 13. In addition to taking demanding academic classes, the typical student will be deeply involved in the visual and performing arts, interscholastic athletics, and ongoing community service projects. The School's dedicated and passionate faculty, 35.3% of whom have advanced degrees, work to inspire and shape students into lifelong learners.

Trinity also includes a small child care program for infants, toddlers, and two-year-olds. The main purpose of the program is to provide care for employee children.



*Our vision is to cultivate students' character, intellect, and passion to be a positive transforming influence.*

## TRINITY SCHOOL

Founded	1958
2025-2026 Tuition:	
Preschool	\$14,695
Kindergarten - Grade 3	\$19,295
Grade 4	\$20,295
Grades 5-8	\$21,795
Grades 9-12	\$23,695
Enrollment	764
Average Class Size	13
Racially/Ethnically Diverse Students	28%
Students Receiving Financial Aid	17%
Faculty and Administrators	116

## ACCREDITATIONS AND MEMBERSHIPS

- Independent Schools Association of the Southwest (ISAS)
- Texas Association of Private and Parochial Schools (TAPPS)
- National Association of Independent Schools (NAIS)
- International Council Advancing Independent School Accreditation (ICAISA)
- Texas Private School Association (TPSA)
- One Schoolhouse/Association for Academic Leaders

## LOWER SCHOOL AT A GLANCE

Enrollment	316
Kindergarten Ratio	8:1
Lower School Ratio	16:1
Full-Time/Part-Time Teachers and Instructional Aides	36
Full-Time/Part-Time Teachers with Advanced Degrees	35%





## TRINITY SCHOOL CORE VALUES

### **Scholarship: Seek Knowledge**

- We seek to cultivate a lifelong love for learning, fostering wisdom through academic rigor that invites intellectual curiosity, critical inquiry, and personal growth.

### **Faith: Live Honorably**

- Our faith guides our decisions and actions, forming an ethical foundation for personal growth. In the Episcopal tradition, we seek to honor each individual's unique spiritual journey, while nurturing mind, body, and spirit.

### **Community: Foster Relationships**

- We seek to honor every member of our community, recognizing and celebrating the unique contributions of all. Furthermore, meaningful participation in School activities and the promotion of a culture of service enhance the Trinity experience.

## SCHOOL HISTORY

In 1958, resolute parishioners and the Vestry of the Episcopal Church of the Holy Trinity embarked on a mission to bring the values of independent school education to West Texas by establishing a parish day school called The Episcopal Day School. The School opened its doors to kindergarten and first grade children, offering classes in the church. In 1963, the School opened on its new site on Wadley Avenue with Kindergarten-Grade 7, adding Grades 8 and 9 by 1965. In 1966 the School was reorganized as an independent school and renamed Trinity School of Midland, no longer under the auspices of the Episcopal Church.

The Upper School was established in 1988 with its first class of seniors graduating in 1991. The Campaign for Trinity launched in 2011, raising \$18,000,000 for 41,000 square feet of new construction and some 16,000 square feet of renovation. In 2016, the new de Compiegne Upper School Building and the new Commons Building were finished as well as renovations of the Simmons Building, now dedicated to Middle School, and the Marian Blakemore Children's Library.

In 2022, the School launched its next chapter with the decision to expand enrollment in the Preschool and Lower School divisions. Increasing capacity from three sections to four (from 45 students to potentially 68 students) per grade level in grades PreK-4 through 4. This expansion enabled Trinity to meet the demand in Midland for an independent school education. A larger population in the Preschool and Lower School also supports strong enrollment numbers in the Middle and Upper Schools.

To accommodate this larger enrollment and to address the School's aging facilities, Trinity launched the Light the Way Campaign in early 2024. This \$40 million effort will transform the campus with a new two-story Lower School building and expanded seating capacity in All Saints Chapel. Construction is anticipated to begin in Summer 2026 with completion by December of 2027.



## LOWER SCHOOL (KINDERGARTEN – GRADE 4)

The Lower School provides an active, purposeful, joyful, and developmentally appropriate learning environment, a place where teachers meet children at their “growing edge” and encourage them to be all that they can be. The Lower School program provides activities that allow students the chance to explore, to create, and to grow as individuals. All activities encourage student participation, regardless of skill level or individual development.

High academic standards, small class sizes, and excellent faculty distinguish a Trinity education. In the Lower School, students participate in a full schedule of educational activities in Language Arts, Mathematics, Science, Enrichment, Spanish, Art, and Music to enrich their minds; daily Physical Education classes and recess to strengthen their bodies; daily Chapel services to enliven the soul; and regular projects with community partners to inspire servant leadership.

Language Arts instruction includes a reading and writing workshop approach with whole group lessons, guided small group instruction, and opportunities for independent practice. Teachers provide direct instruction in foundational phonics skills to support students’ fluency and spelling. The overall goal is to help students learn to think critically as they read and communicate effectively through written and verbal expression. In Mathematics, students focus on building their understanding of math concepts and their fluency with math facts. This balanced program works towards student mastery of concepts while building flexible thinking. The Science program uses FOSS (Full Option Science System) to help students learn important scientific and engineering concepts and develop the ability to think well by actively participating in scientific practices. Classes in Spanish, Music, Art, and Enrichment round out the academic program.

Throughout the academic year, which is divided into trimesters, teachers employ a variety of methods to monitor and report student progress. Classroom teachers keep individual portfolios of student work, administer DIBELS and Milestone testing, and provide narrative reports to parents at the end of each trimester. Beginning in Grade 4, students receive traditional letter grades on their individual work as well as on report cards.

A typical day for Lower School students begins at 8:00 AM and ends at either 3:00 PM (Kindergarten- Grade 3) or 3:45 PM (Grade 4). The average class size has a 16:1 ratio, except in Kindergarten where there is also an instructional aide in each classroom. An enrollment of 316 students in Lower School is fairly evenly divided among all five levels with an average of 63 students in each grade.





## LOWER SCHOOL STUDENT LIFE

Each student's education is made richer by full participation in the extracurricular opportunities of the School. Commitment to community service, daily Chapel, the arts, and field trips bring out hidden talents, cultivate new interests, and make students well rounded, healthy persons.

Trinity School is a faith-centered community where everyone works to maintain an atmosphere of mutual trust and respect. Through daily Chapel Lower School children are encouraged to develop values that control and guide their behavior. Prayers, Bible stories, and singing help to make Chapel a time of reflection and celebration. The order of worship follows the Episcopal service of Morning Prayer. While not required to actively participate in worship, all children are required to attend Chapel services. Birthday prayers are said for all children on their birthdays, and parents and other family members are invited to attend Chapel on their student's special birthday blessing day.

Regular physical education and recess time allows for the development of the body and supports the development of the intellect. Technology supports instruction through students' one-to-one access to Chromebooks in every classroom. All students enjoy weekly visits to the Marion Blakemore Children's Library located in the heart of the Lower School.

Service within the School and to the larger community fosters social responsibility, forms character, and builds confidence in the children who learn they can have a positive impact and make a lasting difference. To instill servant leadership, Lower School students participate in Big Ideas for the Greater Good (BIGG) projects every year. Students pick projects by class to work on for the year. Past projects have included filling backpacks for children in Mexico, collecting canned goods for the West Texas Food Bank, and delivering care packages to Casa de Amigos.

*We are committed to being the best partner to Trinity families in their children's educational journey.*



*School motto:*

*Seek and ye shall find*

## SCHOOL STRENGTHS

The Head of Lower School is expected to embrace Trinity School's mission and core values, continue its momentum of growth, and direct a vision for the Lower School that takes Trinity School along the pathway to excellence. The new Head will enter a school environment that is supportive, energetic, and excited for what the future holds for the School and its students. At Trinity School, the Head will find:

- A mutually respectful and collaborative relationship among faculty, students, families, and administration
- The School's long-standing reputation in the community as a school with a strong academic, caring, and Christian environment
- A strong sense of family within the school community
- A diverse student body
- Bright students eager to learn
- Small classes and individual attention
- An array of extracurricular programs, activities, and community service opportunities

## OPPORTUNITIES AND PRIORITIES

As Trinity School begins its search for a new Head of Lower School, it presents numerous opportunities to interested candidates. The School has recently completed expanding its Lower School student body by one third. As the only Preschool-12 independent school in the Midland-Odessa area, Trinity School is in a position to increase its recognition in the community and convey the advantage of an independent Christian education. The next Head of Lower School will continue to work on the following areas as priorities:

- Evaluating the effectiveness of curriculum and instruction
- Creating a strategy for analyzing and implementing the curriculum and program needs of the future
- Reviewing systems to evaluate the effectiveness of the curriculum, faculty, and academic programs and updating as needed
- Building community and collaboration among the faculty and staff in the Lower School, among all divisions, and with families
- Updating and adapting curriculum and instruction to meet the ever changing demands of education in the 21st century





## DESIRED CANDIDATE QUALIFICATIONS

The Head of Lower School reports to the Head of School, provides a nurturing and developmentally appropriate learning environment for over 300 children, and serves on the Administrative Leadership Team and the Academic Affairs Committee. The successful candidate for the position of Head of Lower School will possess the following professional experience and desired qualities:

### **Professional Qualifications and Experience:**

- Advanced degree (required)
- Proven teaching and leadership experience
- Deep knowledge and understanding of curriculum development and teaching pedagogy for young children
- Ability to attract/recruit, supervise, and retain talented faculty committed to the mission, vision, and core values of Trinity School
- Ability to think strategically and plan and prioritize effectively, including managing several complex projects simultaneously to meet deadlines.
- Strong analytical and problem-solving abilities
- Background and experience in providing a challenging learning environment for a student body with a range of abilities, including academically gifted students
- Ability to challenge and motivate the school community to strive for excellence
- Confident leadership style that trusts others with responsibility and gives them the authority and support they need
- Collaborative approach to leadership

### **Personal Qualities:**

- Connects well with students and parents
- Is confident in making fair and firm decisions
- Has the ability to inspire others
- Possesses a self-confidence that invites and is comfortable with divergent opinions
- Possesses excellent communication, management, and organizational skills



## THE POSITION

Beginning in July 2026, the new Head of Lower School will lead this division in providing a nurturing and developmentally appropriate learning environment for students in Kindergarten to Grade 4. With the appointment of a new Head of School in 2018 and a transformational building project on the horizon, Trinity School is in the midst of a new chapter in its growth and development. This is an exciting time in Trinity School's history for the next Head of Lower School to help shape the School's vision for the future.

## TO APPLY

Interested candidates should provide a résumé, cover letter highlighting your interest and fit for the position, a statement of educational philosophy, and a list of five (5) references with all contact information, as an attachment to [hr@trinitymidland.org](mailto:hr@trinitymidland.org).

## LIVING IN MIDLAND, TEXAS

- Major Industries: Petroleum production and healthcare
- Major Airlines: American, Southwest, and United
- Area Attractions: Permian Basin Petroleum Museum, George W. Bush Childhood Home, Sibley Nature Center
- Nearby Attractions: Monahans Sandhills State Park, Balmorhea State Park, Big Bend National Park, and Guadalupe Mountains National Park.
- The Arts: Wagner Noël Performing Arts Center, Museum of the Southwest, Midland Community Theater
- Recreation: COM Aquatic Center, Midland RockHounds (AA Baseball), Bush Tennis Center, Hogan Park