



# THE PIKE SCHOOL

ANDOVER, MA

HEAD OF SCHOOL

START DATE: JULY 1, 2020

[WWW.PIKESCHOOL.ORG](http://WWW.PIKESCHOOL.ORG)



Carney  
Sandoe  
& ASSOCIATES



## Mission

The Pike School seeks to develop within its community a lifelong love of learning, respect for others, the joy of physical activity, and a creative spirit. A Pike education is a journey that prepares students to be independent learners and responsible citizens.

## Fast Facts

School Type: Pre-K through Grade 9, coeducational  
Year Established: 1926  
Total Enrollment: 449  
Student/teacher Ratio: 13:1  
Number of Faculty: 63  
Faculty with Advanced Degrees: 87%  
Percent of Students of Color: 47%  
Percent of Students Receiving Aid: 17%  
Endowment: \$12.5 million

## OVERVIEW

The Pike School is among the most highly regarded independent coeducational elementary (PK-9) day schools in the United States. Led since 1994 by John M. (Muddy) Waters, Pike is located on 35 woodland acres in Andover, Massachusetts. Its comprehensive and sequential program provides education to 449 students from Pre-Kindergarten through Grade 9. Small class size and individual attention allow for the social, emotional, physical, and intellectual development of the students within the context of a highly supportive school community. The School's motto, *non sibi solum* (not for oneself alone), reflects Pike's core value, is familiar to all students, and is deeply embedded in the culture.

Pike is also one of the nation's most diverse schools, with 47% students self identifying as of color and a vibrant program that recognizes, respects, shares, and appreciates student similarities and differences. In all, a common commitment and passion for learning and responsible citizenship shapes the community and guides the curriculum.

The Pike School seeks a dynamic leader as its next Head of School starting July 2020. The successful candidate will be an experienced educational leader devoted to the School's mission and programs. Pike's Head of School has oversight of all organizational activities and serves as the School's academic leader, fostering a climate of academic excellence and respect for others among students, faculty, parents and staff. This is an exceptional opportunity to lead a high-quality independent school with an unwavering commitment to excellence.





## SCHOOL HISTORY

Cynthia E. Pike founded The Pike School in 1926. It was originally located in Pike's home in Andover, Massachusetts, and had an enrollment of six students. The School was incorporated as a nonprofit educational institution in 1944. In the early 1960s, the School relocated to 35 acres at the current Sunset Rock Road campus in Andover. Modern updates to accommodate growing enrollment and the needs of the student population have transformed the campus. All in all, a positive energy fuels Pike. The School has grown steadily over its nearly 100-year history — both in terms of its facilities and the quality of the program. Under the leadership of retiring Head, John “Muddy” Waters, the School has developed into one of the most impressive and diverse educational communities nationally.

## THE SCHOOL

Today, The Pike School enrolls approximately 449 students and serves 41 communities of the Greater Merrimack Valley of Massachusetts and southern New Hampshire. Pike is a highly respected Pre-K through Grade 9 independent school. As a community, it believes that an enriching, challenging, and supportive environment is necessary for personal development and helps students flourish. The strength of the School is its highly talented faculty that believes in the potential within each student. The faculty strives to serve as caring role models, guides and mentors for every student.

The Pike School provides students with a rigorous, challenging, and comprehensive education in small classes supported by exceptional resources. The curriculum focuses on helping students develop the skills and strategies that foster the acquisition of knowledge, critical thinking, and creative problem solving to succeed with twenty-first century skills. Students also are encouraged to acquire



the skills to pursue knowledge independently, take intellectual and artistic risks, and develop a sense of responsibility to the larger community. These qualities perennially have given Pike graduates the ability to distinguish themselves at the competitive secondary schools they attend.

In addition to fostering a diverse and inclusive community that recognizes, respects, shares, and appreciates similarities and differences, Pike also works hard to help students develop a sense of environmental stewardship. There is also a focus on understanding the value of the social-emotional and physical aspects of wellness.

Pike is accredited by the Association of Independent Schools of New England and is a member of the National Association of Independent Schools, the Council for Religion in Independent Schools, the Elementary School Heads Association, the Educational Records Bureau, the Secondary School Admission Test Board, and AISNE Diversity Services.

## ACADEMICS

The carefully structured curriculum is specifically designed to create an inclusive learning community and help each student grow and succeed.

The Lower School (Pre-K through Grade 2) aims to cultivate an intense excitement around learning. The curriculum is rooted in activities that develop essential skills while fostering confidence and creativity. In addition to core subjects, all Lower School students attend art, music, library, and physical education classes. These courses not only enrich the learning experience, but also build on core academic themes, providing a concrete — and hands-on — method of exploring the subject matter.





## Secondary School Placement

The 2018 graduates of The Pike School are currently attending the following independent secondary schools, with a few attending the excellent local public high schools:

The Academy at Penguin Hall

Boston University Academy

Brooks School

Cambridge School of Weston

Choate Rosemary Hall

Concord Academy

The Derryfield School

The Governor's Academy

Groton School

Kimball Union Academy

Lawrence Academy

Middlesex School

Milton Academy

Phillips Andover Academy

Phillips Exeter Academy

Pike School Ninth Grade

Pingree School

St. John's Preparatory School

St. Paul's School

In Middle School (Grades 3-5), the curriculum adds complexity while continuing to strengthen the foundation of the lower grades. Here, everything that has been introduced to students in the Lower School starts to come together in profound and personal ways. Students are supported in developing their knowledge in core subjects and in applying that knowledge in myriad ways. Third Graders deepen their ability to read critically, then dig deep into biographies of people they admire — leading up to a speech and presentation to the entire community. Fourth Graders study local bird populations and give presentations on ancient civilizations. Fifth Graders pursue cross-curricular connections and do forensic work to solve mysteries.

In the Upper School (Grades 6-9), every effort is made to balance academic rigor with creative exploration. What makes a Pike education unlike any other is the depth and breadth of those academic and creative opportunities. From studying Latin, learning about the properties of matter and firing up the pottery kiln, to arranging an original piece of music, the Upper School experience is about balancing core capabilities with self-directed learning. All students in Grades 6-9 are required to use an iPad in the classroom to collaborate with students and teachers and to conduct research.

The Ninth Grade Program at Pike offers students the opportunity to grow and challenge themselves through engaged mentorship, compelling leadership opportunities, academic rigor, and civic accountability.



## ARTS

Pike students have the opportunity to explore a range of art forms with dedicated teachers who encourage risk-taking and personal growth. The Fine Arts Department offers music and studio art in Lower, Middle, and Upper Schools, as well as theater in the Upper School. The curriculum reflects the diverse expertise of the fine arts faculty.

Teachers share the value placed upon the learning process. As students create, interpret, adapt, or perform, they use critical and reflective thinking to plan, make choices, and find their voice. Beyond this, the Fine Arts Department schedules assemblies and workshops each year, which bring the enriching experiences of musicians, actors, dancers, and studio artists to Pike. There are also field trips to theaters, museums, and other venues during the school year.

Students also learn art and music history and theory — and apply their learning. Each year, Eighth Graders write, produce, and perform an original stage production.

## ATHLETICS

The athletics program at Pike provides an age-appropriate series of activities, including games, sports, exercises, and outdoor skills that seeks to instill in students one of the pillars of the School's mission — an appreciation of the joy of physical activity. The program allows for a wide range of athletic commitment — from exploration, to skill development, to competition.

Ninety percent of Upper School students participate in at least one sport. Fall sports include soccer,





cross-country, and field hockey. Winter sports include basketball and ice hockey. Spring sports include lacrosse, softball, baseball, tennis, and track and field.

## STUDENT LIFE

Pike offers a wide-range of extracurricular programming. As a whole, the School has made a strong commitment to environmental sustainability and to engaging students in environmental literacy. One of the newest additions to the school is its Makerspace designed to foster a range of 21st-century skills. Students of color have an affinity group that meets regularly. The Middle and Upper Schools also offer a Multicultural group where a diverse group of students explores issues of race, gender, and sexual orientation in a safe environment.

Both the Middle and Upper Schools offer clubs designed to encourage critical thinking, expose students to new ideas, and allow students (and teachers) to pursue areas of interest. A sample of clubs in Middle School includes Math Fun, Fun with Food, Watercoloring in Nature, Minecraft, Cartooning, Makerspace, Speech Team, Leadership Club, Sign Language, Gardening, and Big Green (Environment).

Upper School clubs are student-driven. Each year, clubs are added to meet students' interests and passions. A sample of clubs includes CARE, Big Green, Speech Team, Math Club, Media Team, PikeAppella, Gay Straight Alliance, Fierce Conversations, Drone Club, Girls' STEM Club, and Actors for Social Change.





## CAMPUS

Located on 35 wooded acres tucked within an established neighborhood of Andover, the Pike campus is an ideal learning environment. Three of the four major buildings were constructed in 1963; the gymnasium and six more classrooms were added two years later. Two additional classrooms and the fine arts wing were added in 1985. The Horne Building, which houses a library/technology center and 11 classrooms, was dedicated in October 1998. The Dahod Center for Creative Learning (completed in 2008) includes a state-of-the-arts theater, art and music classrooms, community spaces, learning services classrooms, gallery spaces, and a new, modern facade to the School. All of the original facilities have been upgraded over the years, including recent extensive renovations of the dining hall and the Pre-Kindergarten classrooms. The School also owns a newly-constructed house adjacent to its campus that will serve as the home for the new Head of School.

The campus' fields, woods and wetlands are used regularly for environmental studies, and include a nature trail that encircles the campus.

## ANDOVER, MASSACHUSETTS

The Town of Andover, with a population of around 35,000, is located in Essex County in the northeastern Massachusetts, 23 miles north of Boston.

This is a town steeped in history. It was settled originally in 1636 under the Native-American name of Cochichawicke, a local waterway. The community was incorporated in 1646 as the Town of Andover, named after a town in England where many of its settlers had originated. From the earliest days,





manufacturing has played a major part in the town's development. The region's first powder mill was established in 1775; the manufacture of paper began in 1789, and in the early 19th century, several woolen mills prospered. While all of these early forms of manufacturing have since moved away, Andover continues to attract major modern and high-tech industries.

Both Phillips Andover Academy and Brooks School, two of the most prestigious independent secondary prep schools in the U.S., are located in Andover and North Andover. Many other excellent independent secondary schools are located in close proximity. Cultural attractions abound in the community and surrounding area, including a variety of performing arts, museums, and historical sites. Boston is accessible easily by train or car. Indeed, the community's physical proximity to Boston, the Massachusetts seashore, and the White Mountains of New Hampshire, along with its small-town feel and excellent major highway access, all contribute to its broad appeal.

## OPPORTUNITIES AND CHALLENGES

Pike enters the Head of School search in a position of great strength: strong enrollment demand; an excellent, growth-oriented, and hard-working faculty and staff; and successful partnership with an engaged Board. Pike has an invested and supportive community that recently completed a \$7.55M capital campaign to realize two goals: to expand professional growth for the faculty, and to broaden enrollment of the strongest students in the admissions process by granting this academic year \$1.575 MM in financial aid. This is a very exciting and compelling opportunity.



The next Head of School will be charged to address the following priorities:

**Educational excellence:** Pike is committed to an outstanding educational program that is forward-looking, attentive to best practices in education, and incorporates attention to the whole child. There is an expectation that the next Head of School will have the intellectual curiosity and vision to lead the School to the right balance between tradition and innovation, including the strategic consideration and systematic implementation of new ideas and approaches.

**Building and promoting a diverse and inclusive community:** Pike has an exceptionally strong and diverse community united around a shared focus on the educational needs of its students, a culture that is actively fostered by the current Head. The Head of School works with the senior administration and faculty to explore ways to engage, support, and include students and families from a wide range of cultures, experiences, and perspectives. The next Head of School will need to honor that legacy and to model those values in authentic ways. The next Head will be expected to be a leader who is passionate about the School's values, who is inclusive, and who delights in knowing the community and being known.

**Team leader:** Pike has thrived because of the dedication of everyone, including the faculty, the administration, the Board, parents and alums. The next Head of School will be expected to mobilize this shared commitment to Pike and articulate a vision for its future.

**Student support:** Pike teachers are known for seeing the best in children and for honoring each child's uniqueness. This quality has been noted with pride by families with multiple children at Pike. With children admitted as young as Pre-Kindergarten, it is inevitable that some will possess learning issues that will be revealed as they age. The next Head will help the School clearly define the learning needs it can meet and ensure that the support, both in the classroom and elsewhere, are appropriate for all students.





## DESIRED QUALITIES AND QUALIFICATIONS

Pike is an aspirational and caring community. As such, the community is looking for a visible and visionary leader, a strategic thinker, a collaborative team builder, and a skillful manager who can mobilize and direct the passion and commitment of the School community. Successful candidates will have a background and skills that include most or all of the following:

- With the heart and mind of a teacher, joy in and enthusiasm for working with children.
- A passion for working with teachers and administrators to provide students with an education based on the School's values and rooted in a community that celebrates each person's uniqueness.
- A deep understanding of important trends in education and the ability to combine that understanding with an appreciation for Pike's values, culture, and traditions in order to articulate a compelling vision for the School's future.
- Experience in supporting and developing the growth of talented and committed educators.
- A collaborative leadership style that projects openness and genuinely invites and respects the perspectives and views of others, yet is decisive and firm when necessary.
- An ability to connect and communicate effectively with faculty members, administrators, parents, students, community members, and the Board of Trustees so that these groups are informed appropriately of school events, potential issues, key decisions, and needs.
- A palpable enjoyment at being an active and visible presence in the life of the School as a foundation for strong, supportive relationships with all stakeholders.
- Comfort in asking for financial support and in having a commitment to fostering a culture of philanthropy.

## **Personal Characteristics**

The next Head will be someone who exudes optimism and a growth mindset, while also being warm, approachable, and down-to-earth. The favored candidate will be a person with a passion for academic excellence, intellectual curiosity, and a keen sense of inquiry who is also outgoing, energetic, and confident, with strong emotional intelligence, fine personal values, and excellent communication skills.

Pike's next Head of School will be a visible and positive leader who has great energy and is passionate about education, independent schools, and the people in them. The successful candidate will have a deep and proven commitment to diversity, equity, and inclusion. The Head will have substantial classroom teaching experience as well as demonstrable success as a school leader. Pike seeks a thoughtful and wise leader willing to engage in all aspects of school work who will appreciate the School's great strengths and who will work with the community of the School to envision an even brighter future.

## **To APPLY**

Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A statement of educational or leadership philosophy and practice;
- A list of five professional references with name, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

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