



THE WEBB SCHOOL
BELL BUCKLE

Head of School Search

The Webb School

319 Webb Rd.

Bell Buckle, TN 37020

thewebbschool.com

Appointment for July 2020

Webb's future is intimately connected to the values of its original visionaries. The school supports six enduring understandings based upon these founding values. They are:

Integrity is a cornerstone of a flourishing life and community.

Learning is an enjoyable and ongoing process.

Respect for self and others is essential to a harmonious society.

Self-discipline and autonomy are essential to success.

Each person has unique gifts and capacities and a responsibility to develop them.

Each person shares the responsibility and honor of serving others.

HISTORY AND FUTURE VISION

The Webb School of Bell Buckle has a 150-year-old tradition of striving for excellence in all aspects of a student's development. Founded in 1870, by William R. "Sawney" Webb, The Webb School is recognized as the oldest continuously operating boarding school in the South. It became well-known for academic excellence from its beginning, and by 1917 Webb had more Rhodes Scholars than any other secondary school. Today the names of the School's Rhodes Scholars are engraved in stone on the side of Davis Dormitory. The School also has a proud athletic tradition, which continues today with teams covering a wide range of sports. The community is built upon a foundation of social, moral and spiritual development. The School maintains many traditions, fostering an environment focused on honor, integrity and character. "The Character of Home" is a touchstone for all faculty and students. This sense of community and purpose is supported by a talented and dedicated administration, faculty and staff, many of whom live on campus.

Strong and well-financed, Webb is a coeducational community of 317 students, with a range of day and boarding students in grades 6-12. The School distinguishes itself from other boarding and day schools by maintaining a smaller size and by focusing on each student's development inside and outside of the classroom.

Located just over 50 miles southeast of Nashville, The Webb School is situated on 150 acres of beautifully maintained land in the small town of Bell Buckle, Tennessee. Bell Buckle is an artists' village that is well-known for its eclectic festivals and antique shops. The



school is located within walking distance of the small downtown community of restored Victorian homes. Webb students and faculty observe many meaningful traditions, among them are signing of the Honor Pledge and the Premise Pledge, receiving carefully selected books from teachers instead of trophies at graduation, participating in the blazer ceremony and the ringing of the Culleoka Bell. Now at its 150th anniversary, the campus and community look toward a promising future and welcoming the next Head of School on July 1, 2020.

THE POSITION

The Webb School seeks an inspired forward-thinking Head of School to be appointed July 1, 2020. The ideal candidate will be well-informed about all aspects of an independent school and possess a demonstrated capacity to exemplify and to teach what it means to lead in the 21st century.

THE MISSION

“To turn out young people who are tireless workers, and who know how to work effectively; who are accurate scholars; who know the finer points of morals and practice them in their daily living; who are always courteous.”

The Head of School is the chief administrative officer of the School and reports directly to the Board of Trustees. The Head oversees an Administrative Council of 12. The Head must live on campus and be a visible presence in order to establish connections with the students as well as the faculty and staff. The Head connects the School with day and boarding parents, alumni, the local town community and relates to the Independent Schools of Nashville Area (ISNA), the Institute for Independent Education, the National Association of Independent Schools (NAIS) and The Association of Boarding Schools (TABS). Webb is accredited by SAIS and TAIS.

The School has recently completed a Strategic Plan which focused primarily on enrollment management, alumni, development and on the upcoming 150th anniversary celebration. The expectation is for the next Head to carry forward these visions and goals working with the board, the faculty, and alumni.

The new Head of School will need to balance the challenges of maintaining the School’s rich traditions and communicating and implementing the vision for Webb’s future. The ideal candidate should have an appreciation for, and lifelong exemplification of, integrity and honor in word and in action. The candidate should also possess the ability to engage and inspire the School’s multiple constituents.



“Progress is made only by experiment manipulated by individual initiative.”

-William R. “Sawney” Webb

THE CAMPUS AND STUDENT LIFE

The open, yet intimate and picturesque, campus is surrounded by mature maple and oak trees and is beautifully landscaped; the facilities balance both old and new design. Perhaps of most historical importance is the Junior Room, a white-clapboard one-room schoolhouse, constructed on the current campus in 1886. Surrounding the Junior Room are the Son Will Admissions building, named after Sawney’s son, as well as academic buildings and the William Bond Library. Across the road is the Residential Village, comprised of modern and attractive dormitories staffed by caring and attentive faculty and residential-life faculty. The areas outside of the dorms offer an inviting student center as well as open space for students to gather before and after classes, whether on their way to the light-filled dining room, gymnasium, sports fields or the Webb Follin Administration Building and Chapel.

Students at Webb are encouraged to develop both their independence and accountability. The variety of programs that Webb offers to the students help to distinguish the school from others both regionally and nationally. Webb offers a personalized education, including academic support for students with mild learning differences, with a student to teacher ratio of 7:1 and average class size of 10. The School places great emphasis on the “Emerging Voices Program” in which students learn to communicate their passions through writing and public speaking. Academic programs reflect contemporary thinking about appropriate curricula and include over 20 Advanced Placement Courses. A foreign language immersion program begins in grade 6. Students are supported in their academic growth through an Advisor System, Progress Reports, Daily Extra Help, a Test Prep and Study Center, and, if needed, The LIFT (Learn, Inspire, Focus and Teach) Program. Webb has a 100% college matriculation rate, and an impressive college list. Both day and boarding students are encouraged to participate in afterschool activities, and the school supports 19 varsity sports as well as a robust outdoor program: The WILD (Wilderness Instruction and Leadership Development) Program.

10	Average class size
7.1	Student-Faculty ratio
71%	of faculty possess advanced degrees
14	States represented in the student body
19	Countries represented in the student body
23	AP courses offered
207	AP exams taken in 2017-2018 by Webb students
85%	In the past 5 years, 85% of all Webb students have passed at least one AP exam


THE FACULTY AND ADMINISTRATION

The Webb School employs 115 faculty and administrative staff. 71% of the faculty members have advanced degrees and each faculty member endorses understandings which represent the basis of the Webb curriculum and actions: Integrity, Self-Discipline, Learning, Respect, Responsibility and Serving Others. Members of the faculty and administration are expected to embody these principles as they model the expectations for students. All faculty members are expected to participate in the boarding school life whether they live on or off of the campus. Webb students and parents attribute the positive school culture to the presence and attentive nature that faculty members demonstrate at Webb on the dorms, in the dining hall, classrooms, athletics, arts and extracurricular activities.


THE WEBB SCHOOL *By the Numbers*

Day Student Tuition


20% Discount for Neighboring States

	\$19,650 Grades 6-8	\$21,000 Grades 9-12
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Tennessee & Neighboring States Boarding Student Tuition

	\$41,250 Grades 7-12	(Available for residents of Alabama, Arkansas, Georgia, Kentucky, Mississippi, Missouri, North Carolina, Tennessee and Virginia)
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Boarding Student Tuition	International Boarding Student Tuition
\$48,750 Grades 7-12	\$52,300 Grades 8-12



38%
Students of Color



18
Countries

Student Body


317
Students

101
Middle School Students
(Grades 6-8)

216
Upper School Students
(Grades 9-12)

114
Boarding

203
Day



\$33 Million Dollar Endowment

STRENGTHS & OPPORTUNITIES:

- A devoted and experienced faculty
- An impressive and spacious campus, located in close proximity to many communities that seek better educational opportunities
- Financially sound institution with an involved and dedicated board of trustees
- Focus on recruitment and retention of students as well as faculty and staff
- Focus on remaining competitive with other independent schools both regionally and nationally
- Ability to uphold the mission and vision of Webb, with respect to the past, but also looking toward the future

DESIRED PERSONAL & PROFESSIONAL QUALITIES:

- Strong ability to promote the school, its mission and vision
- Ability to hire and inspire outstanding faculty and staff
- A full and complete interest in the daily rhythms of boarding school community
- Passion for education, especially understanding the different ways in which students learn
- Capability to uphold the school's standards of excellence
- Commitment to building and maintaining morale among the faculty and student body

**To Apply**

Interested candidates should provide a resume; a cover letter highlighting their interest in and fit for the position; a statement of educational philosophy; a list of five references with complete contact information. Send to the consultants at The Education Group in a single PDF by October 16, 2019.

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