



SHADY SIDE

ACADEMY



DIRECTOR OF ATHLETICS

November 2020
Opportunity Statement

SHADY SIDE ACADEMY

Shady Side Academy is a nationally respected private school in Pittsburgh for boys and girls in grades pre-kindergarten through 12, with an optional boarding experience in high school. Four age-specific campuses with extraordinary resources, teachers who actively mentor, a forward-thinking curriculum, a diverse and inclusive community, and a legacy of alumni accomplishments all inspire Shady Side students to high achievement in academics, the arts and athletics, and to meaningful ambitions in life.

At Shady Side Academy, there is a holistic approach to education with a commitment to students' academic, physical and emotional development. Putting that approach into action is a caring faculty and staff, dedicated to fostering a true love of learning in students. Our hands-on curriculum explores topics across all disciplines – from the STEM fields of science, technology, engineering and mathematics to the humanities and the arts – with the goal of developing well-rounded individuals ready to excel on whatever path they take in life.

Our academic program provides a challenging yet nurturing atmosphere in which learning occurs at the highest levels. The broad academic program exists in an atmosphere that encourages inquiry, questioning, self-determination and creativity. Small class sizes encourage a strong sense of community. Technology is integrated throughout PK-12 classrooms.

Our faculty members are leaders in their respective fields. More than 75 percent of our teachers hold advanced degrees, and they participate in ongoing professional development activities. They believe in a traditional approach to learning while developing creative curricula and determining how to best meet the needs of individual students.

Arts and athletics are an integral part of the curriculum. Visual and performing arts are intertwined into all levels of learning, and students are encouraged to explore an array of athletic options. Extracurricular clubs and activities support students' diverse interests, including community service.

Learn more at www.shadysideacademy.org.

MISSION

SHADY SIDE ACADEMY'S MISSION
IS TO CHALLENGE STUDENTS TO
THINK EXPANSIVELY,
ACT ETHICALLY AND
LEAD RESPONSIBLY.



SHADY SIDE ATHLETICS

Shady Side understands the value of athletics extends far beyond the playing field. We view athletics as an integral part of the educational experience for all students, because it teaches students how to persevere, how to work together, how to overcome adversity, how to win and lose with grace, how to make healthy choices – lessons that students can apply in every aspect of their lives.

Senior and Middle School students are required to participate in athletics as part of the curriculum. The Senior School (grades 9-12) fields 29 highly competitive varsity/prep teams in 15 sports. Junior varsity and Middle School (grades 6-8) teams emphasize skill development and participation.

Shady Side Academy boasts a rich championship history in athletics. After many years in the Interstate Prep School League (IPSL), SSA rejoined the Western Pennsylvania Interscholastic Athletic League (WPIAL) in 1993 – a league it helped to found in 1906. The Academy has won 63 WPIAL, 15 PIAA (Pennsylvania Interscholastic Athletic Association), and four WIHLMA (Women's Interscholastic Hockey League of the Mid-Atlantic) championships since 1993. Each year, a number of SSA graduates go on to play NCAA athletics in college.

Shady Side students benefit from some of the region's finest on-campus athletic facilities, including a turf stadium with lights, hockey rink, swimming pool, gymnasiums, multiple grass fields, and tennis and squash courts.

Learn more at www.shadysideacademy.org/athletics



VARSITY/ PREP SPORTS:

BASEBALL

BASKETBALL

CREW

CROSS COUNTRY

FIELD HOCKEY

FOOTBALL

GOLF

ICE HOCKEY

LACROSSE

SOFTBALL

SOCCER

SQUASH

SWIMMING

TENNIS

TRACK & FIELD



DIVERSITY, EQUITY & INCLUSION

Shady Side Academy is a diverse community of students and adults who share different cultural values and perspectives. We embrace each other's differences and backgrounds, and know that this diversity adds to the richness and depth of our students' overall learning experience. Faculty members work to ensure a safe and open environment where understanding is central to all, and students' differences are celebrated as an integral part of the educational experience.

Our Commitment

- Creating an inclusive environment where students feel welcomed, valued and appreciated
- Fostering a community of diverse perspectives to better prepare our students for a global society.
- Cultivating a community of cultural understanding, respect and social responsibility

In 2007, the Shady Side Academy Board of Trustees approved the Declaration for a Diverse & Inclusive Community. The Board made the following statement on the Academy's commitment to diversity:

"As an Academy, we must cultivate, understand and embrace the differences among us as part of our educational endeavor. Academy leadership, faculty, staff, alumni, parents and students provide an example by fostering an environment of understanding and respect of all people. Further, we must instruct and empower children to challenge assumptions and ask questions in order to become responsible citizens in a diverse world. We believe that the recognition and appreciation of differences in race, socio-cultural status, religious tradition, age, gender, ability and sexual orientation enhance the individual's sense of identity, broaden respect for others and inspire strong character. As we strive for academic excellence, so shall we strive for richness and depth in the community life at Shady Side Academy. Through curriculum and informal school experiences, students at Shady Side Academy must appreciate and respect the inherent value of all people."

On July 15, 2020, Shady Side Academy announced its Equity & Inclusion Action Plan, which provides a framework to affect positive, systemic change at SSA. Read the full plan [here](#).

37% STUDENTS OF COLOR
COMPARED TO 15% IN THE
PITTSBURGH METRO AREA

35+ LANGUAGES
SPOKEN IN THE HOMES
OF SSA FAMILIES

9 COUNTRIES
THAT SSA FAMILIES
CALL HOME



PITTSBURGH

No longer is Pittsburgh a smoggy steel town; it is a true renaissance city that has thrice earned the label “America's Most Livable City.” Pittsburgh is one of the country's best-kept secrets: a mid-sized city with an affordable cost of living, world-class health care and educational institutions, and vibrant arts and culture.

Pittsburgh's compact downtown makes it easy to enjoy great theater performances, outstanding shopping, and delightful fine and casual dining. You'll find the headquarters of seven Fortune 500 companies, a state park with a towering fountain, a thriving cultural district and a wonderful sampling of architecture. The city is also the home of a nationally ranked medical research center and 29 colleges and universities.

Professional sports are an important part of the fabric of Pittsburgh, and the city offers three of the newer pro sports venues: Heinz Field, home of the NFL's Pittsburgh Steelers; the Pittsburgh Pirates' PNC Park, hailed as one of the most beautiful venues in Major League Baseball; and PPG Paints Arena, which opened in 2010 as home of the NHL's Pittsburgh Penguins.

In addition to city life and entertainment, the lush parks, rivers and mountains around the region offer nature-lovers numerous adventure opportunities within just a few hours of the city.

Learn more about Pittsburgh at www.visitpittsburgh.com.



PITTSBURGH RANKINGS

TWICE NAMED AMERICA'S MOST
LIVABLE CITY
Places Rated Almanac

NO. 3 MOST LIVABLE CITY
IN THE NATION
The Economist

NO. 4 BEST CITY FOR SPORTS
IN THE NATION
WalletHub

NO. 4 MOST WELCOMING
CITY IN THE U.S.
Budget Travel

NO. 7 BEST U.S. CITY TO
EARN A LIVING
LinkedIn

NO. 9 LOWEST CRIME RATE AMONG
TOP 50 U.S. METRO AREAS
Sperling's Best Places

NO. 10 WORLD'S CLEANEST CITY
Forbes

NAMED ONE OF THE WORLD'S
SMARTEST CITIES
Newsweek

THE POSITION: DIRECTOR OF ATHLETICS

Shady Side Academy is a diverse, transformative learning community that challenges students to think expansively, act ethically, lead responsibly and seeks an innovative, inspiring school leader to serve as its next Director of Athletics, effective July 1, 2021.

The next Director of Athletics will embody the Academy's Guiding Principles of Honesty, Respect, Responsibility, Kindness, and Safety. The Director of Athletics will also be of high character, approachable, collaborative, and dedicated to excellence and integrity in all s/he does.

The Director of Athletics will embrace and advance equity, inclusion, and a culture of mentorship and professional learning. In its search for the next Director of Athletics, the Academy is eager to consider a highly diverse candidate pool.

Like all great school leaders, the Director of Athletics at Shady Side will combine high-energy with a steady, encouraging presence on campus. This person must be one "for all seasons" and always work to connect meaningfully with others.

The Director of Athletics will provide executive leadership for the comprehensive athletic program at SSA, overseeing both the strategic development and day-to-day operations of these programs across the Academy.

Additionally, the Director will earn the trust of school heads, enrollment team, alumni & development office, and marketing and communications personnel through regular collaboration and dialogue. Program evaluation and assessment are also crucial to success in the role.

Reporting directly to the President, the Director of Athletics will sit on Shady Side's Executive Leadership Team and help to nurture and sustain the school's culture, as well as to execute the Academy's strategic vision for the future.

In concert with such school-wide visioning, the Director of Athletics sets the direction for the Athletic Department while also overseeing a team that includes two Assistant Athletic Directors, a Middle School Athletic Coordinator, two full-time Athletic Trainers, an Equipment Manager, and an Administrative Assistant. The Director of Athletics also oversees all Senior School (grade 9-12) athletic coaches.

RELEVANT LEADERSHIP EXPERIENCE

- Change management
- Success as a coach and/or student-athlete
- Effective collaboration across a range of organizational divisions and departments
- Practice in promoting and advancing diversity, equity, and inclusion
- Effective communication with a range of stakeholders and constituencies
- Emotional intelligence, political savvy, and a sense of humor

OPPORTUNITIES & CHALLENGES

The Director of Athletics will become part of a thriving Athletic Department and have an excellent foundation on which to build. Overall, the challenge and opportunity in the Athletic Department is to leverage its current strengths, while also inspiring a relentless desire to improve each and every facet of student's experience in athletics.

Shady Side benefits from the clear and well-established prioritization of the athletic experience at SSA, a talented and dedicated coaching and instructional staff, expansive facilities, a talented and engaging student body, committed parents, a supportive alumni base, a balanced sense of tradition of innovation, and the department's integration with a historic and well-resourced PK-12 institution.



Among the many opportunities and challenges, this new leader will need to:

- Quickly generate community trust and confidence in succeeding a long-tenured and highly successful predecessor
- Assess the long-term sustainability of each of our current athletic offerings and take appropriate action steps in response to findings
- Collaborate with the Academy's enrollment, alumni & development, and communications & marketing personnel to ensure the athletic program supports Shady Side's mission and contributes to the broader strategic vision for the school
- Work with SSA's Business Office to support an annual budgeting process that is transparent, collaborative, and aligned with schoolwide priorities
- Review SSA's compensation model for coaches and institute necessary improvements in collaboration with the Chief Finance and Operations Officer
- Help ensure optimal use of the current athletic facilities while advising the administration about necessary maintenance and improvements
- Embrace the school's new mascot and help lead associated marketing and branding efforts, including potential partnerships with sportswear manufacturers
- Work with school heads to recruit, retain, and develop a diverse and talented coaching staff composed of both teacher-coaches and outside community coaches
- Partner effectively with the WPIAL, PIAA, WIHLMA, MPHL (Midwest Prep Hockey League) and their member schools while also advocating to these leagues on behalf of the unique interests of the SSA and, in the case of the WPIAL and PIAA, other independent schools
- Commit fully to the school's ongoing efforts to support matters of diversity, equity and inclusion, as well as student health and wellness

OTHER RESPONSIBILITIES

- As appropriate, teaches a class, serves as an advisor, and/or coaches a sport
- Additional duties as assigned by the President
- Extends beyond the job description to support the mission and strategic goals of the Academy

REQUIREMENTS

- Minimum of at least five years of administrative or executive leadership experience
- Bachelor's degree required; master's degree preferred

SALARY, COMPENSATION, AND BENEFITS

Salary, compensation, and benefits will be highly competitive in Shady Side's regional independent school market and commensurate with experience. Campus housing and tuition remission for children are included as potential additional benefits.

APPLICATION DEADLINE

Interested candidates should engage The Finney Search Group by submitting their information via the application portal: www.thefinneysearchgroup.com/shady-side-ad. All applications are due by **Tuesday, December 1, 2020**. Candidates who contact the school directly will not be considered.

