



PROVIDENCE DAY SCHOOL
Charlotte, North Carolina

**DIRECTOR OF EQUITY, INCLUSION,
AND BELONGING**

Start Date: July 1, 2021
providenceday.org



Carney
Sandoe
& ASSOCIATES



PROVIDENCE DAY

SCHOOL

Mission

Providence Day School exists to inspire in its students a passion for learning, a commitment to personal integrity, and a sense of social responsibility.

OVERVIEW

For more than 50 years, Providence Day School (PD) has fostered in each student a passion for learning, a strong sense of social responsibility, and a commitment to personal integrity. PD is an independent, coeducational, college preparatory school for students grades Transitional Kindergarten through 12. With its mission to inspire a passion for learning, a commitment to personal integrity, and a sense of responsibility to the larger world, Providence Day School has an enduring history of excellence.

The school is widely recognized for its global focus; achievements in the arts and athletics; focus on diversity, equity, and inclusion; and innovations in learning. Providence Day was the first independent school in the nation to offer a Global Studies diploma, and the first in the nation to host a Children's Defense Fund Freedom School site on campus. The school has assembled one of the nation's finest pre-collegiate faculties, with over 60% holding advanced degrees in their field. With a focus on developing successful and responsible global citizens and a rigorous curriculum, the school takes pride in preparing and developing students for life after graduation. PD is truly a community for life.

Providence Day is seeking a Director of Equity, Inclusion, and Belonging to assume the role in July 2021. The Director will work with the administration, faculty, and students to ensure that diversity, equity, and inclusion are integrated throughout every aspect of the community and curriculum. In alignment with the school's mission, the Director will plan and execute on new and existing organizational-wide DEI initiatives, professional development sessions, policies, and systems to foster inclusivity, diversity, and equity across campus. As a member of the administrative team, the Director must be passionate about DEI work and be a strategic leader who will work to strengthen and build holistic DEI strategy for Providence Day.



Fast Facts

Founded: 1970

Total students: 1,780

Students of color: LS 37%, MS 29%, US 24%

Total employees: 367

Employees of color: 25%

Average class size: 18

Financial aid budget: \$4.6M

Students receiving aid: 260

SCHOOL HISTORY

On September 28, 1970, 112 students and their teachers convened in a converted house situated on a former horse pasture. It was their first day of classes in the newly established Providence Day School. The group's ambitions at the time were to establish another independent school option for families in southeast Charlotte who were seeking alternatives to busing. They were part of a trend emerging from court-mandated school desegregation which resulted in the formation of independent schools across the country, a phenomenon now known as "white flight."

As the school added students, buildings, faculty, and new areas of study, its leaders positioned it to evolve with the world around it. Today, Providence Day counts 72 countries of origin among its student body and the school has emerged as an educational leader in academic excellence. While embracing its mission of becoming a global school with a sense of social responsibility, the school recognizes it has more work to do on its journey.

With the arrival of the school's 50th anniversary during the 2020-21 school year, PD is renewing its pledge to its mission, and working with its vibrant community to look ahead and work together toward a future of educating the leaders of tomorrow.

THE SCHOOL

Providence Day School develops astute thinkers and persistent, creative problem solvers. Students are encouraged to discover new talents, gain self-confidence, and develop leadership skills. Through a program that is balanced with academic rigor and nurturing support, PD helps to cultivate connection to the community and to the world.



Providence Day is a global school, focused on developing successful and responsible global citizens. Lower School students are introduced to Chinese, Spanish, and French. The Global Studies Diploma Program, the first of its kind in the country, allows Upper School students to choose a curriculum and set of experiences that lead to a Global Studies diploma. The school's 'One to World' initiative seeks to connect its students to the global community and empower them to become active participants in creating an optimal teaching and learning environment. A campus-wide digital citizenship initiative builds in students an understanding of how they can successfully navigate and operate within an ever-connected world. Teachers are also afforded the opportunity to earn a Global Educators Certificate.

Social responsibility and the cultivation of connection to the community and the world is also at the forefront of a Providence Day education. Social responsibility progresses throughout the curriculum in all grades, from activities that develop empathy and gratitude in Lower School; to a more participatory approach in Middle School; to problem-solving and innovation in Upper School and beyond. Additionally, Providence Day remains the only independent school in the nation to host a Freedom School program each summer. The Providence Day Freedom School program nurtures 55 scholars, from neighboring Rama Road Elementary, each summer.

Providence Day School is a Round Square member school, a worldwide network of schools in 40 countries across five continents. Its schools share a holistic approach to learning built around six pillars: Internationalism, Democracy, Environmentalism, Adventure, Leadership, and Service. The school is accredited by the Southern Association of Independent Schools, and is a member of the National Association of Independent Schools, North Carolina Association of Independent Schools, and Council for the Advancement and Support of Education.

[Hear why faculty and staff feel fortunate to work at Providence Day.](#)



EQUITY AND INCLUSION

Providence Day School is committed to actively cultivating an inclusive community that reflects and embraces the diversity of the human experience. The school is intentional in cultivating multiculturally aware, global citizens who acknowledge their social responsibility, and who are empowered to take action to foster equitable communities. The Office of Equity and Inclusion supports and fosters a school community that reflects the increasing diversity in our nation and the world and actively cultivates an inclusive environment that champions difference while highlighting similarities through dialogue and curriculum.

With the national reckoning on systemic racism, the school realizes there is a call to action to recognize the need to effect meaningful change in the PD community. While the school knows its work is far from complete, over the past several months PD's commitment to addressing racism has involved key action steps including explicitly addressing the school's founding and acknowledge its role as a white flight school and the impact this history has had on Black communities; creating an incident form that allows students, faculty, and staff to report incidents of racial bias without fear of retribution; using advisee and other small group forums for students to share their stories and learn how to be anti-racist; an ongoing review of the curriculum; ongoing anti-racist training for faculty, staff, and administration; and a continued review of hiring practices. Many student affinity groups are also available.



ACADEMICS

The academic program at Providence Day is mission driven, not test driven. The school believes that all children are naturally curious and strives to keep that curiosity alive by cultivating it into a passion for learning. This is done by offering a well-designed Transitional kindergarten through 12th grade academic program and executing it well with excellent teachers who love working with children. What sets PD teachers apart is their unwavering dedication to treating students as individuals, differentiating instruction to bring out the best in each student, and helping them develop into astute thinkers and persistent, creative problem solvers.

Lower School

In Lower School, for students in transitional kindergarten through grade 5, relationships serve as the foundation of every child's life and learning experience. The Lower School community establishes a caring learning environment where the pathways to each child's future are carved by movement, engagement, collaboration, intentional design, and the use of technology as learning tools. Teachers nurture the whole child socially, emotionally, physically, and cognitively in a creative, engaging, and innovative manner. The ultimate goal is to develop great global citizens through exposure to diverse cultures, collaborative learning experiences, and concepts such as STEAM through a differentiated instructional approach.

Middle School

Throughout Middle School, students in grades 6-8 experience developmentally appropriate opportunities to form a strong sense of identity and purpose. Teachers help cultivate appreciation of the arts, athletics, and the world around. Students in each grade take required courses in English, science, math, history, and physical education, and can round out their schedules with a variety of electives. As a school with a global emphasis, many students take several years of a world language during middle school,



and many also take advantage of opportunities for world travel. Students leave the Middle School with a strong academic and social-emotional foundation that will prepare them for success in Upper School.

Upper School

The Upper School's dedicated teachers challenge students in grades 9-12 to think critically, creatively solve problems, appreciate the arts, communicate effectively, collaborate with peers, respect individual differences, and play competitively.

The Upper School curriculum is based on a course of study essential to a quality college preparatory education, along with elective courses designed to broaden and deepen the students' academic experiences. Diploma requirements are specifically established to provide each student with an education that combines breadth, depth, and flexibility. Course offerings include math, science, English, history, world languages, computer science, the arts, physical education. Many subjects also include Advanced Placement (AP) options. A unique feature of Upper School, the Global Studies Diploma program prepares students for today's highly interconnected world through courses in international relations, related electives, leadership training, and the opportunity for international travel.

College Acceptances

Members of the Classes of 2017-2020 have been accepted to the following colleges and universities, among others:

American University
Appalachian State University
Bates College
Boston College
Brown University
Carnegie Mellon University
Clemson University
Columbia University
Cornell University
Dartmouth College
Duke University
Elon University
Florida Institute of Technology
Franklin and Marshall College
George Washington University
Georgetown University
Hamilton College
Harvard University
Iowa State University
Johns Hopkins University
King's College London
Middlebury College
New York University
North Carolina State University
Northeastern University
Northwestern University
Princeton University
Skidmore College
Stanford University
Tufts University
University of Arizona
University of California- Berkeley
University of Chicago
University of Kentucky
University of Michigan
University of North Carolina-
Chapel Hill, Charlotte, Greensboro,
Wilmington
University of Pennsylvania
University of Texas
University of Wisconsin
Vanderbilt University
Virginia Tech
Wesleyan University
Yale University



ARTS AND ATHLETICS

Providence Day is committed to nurturing creativity and confidence at all levels of learning. The performing arts faculty believe that a comprehensive exposure to music and theatre is essential to a complete educational experience. TK-12th grade students are encouraged to find and pursue their passions through exploration of music and theatre. Theatre courses begin in fifth grade and offer advanced options in Upper School. Performance opportunities are numerous throughout the year. The music program teaches students to become critical listeners and active participants. Starting with the youngest students, classes help students gain music reading and performance skills. Middle and Upper Schoolers can participate in band, chorus, and orchestra, as well as a variety of clubs.

Visual arts courses provide essential experiences for students. Whether manipulating studio media, developing film in the darkroom, or using unconventional materials, our students explore multiple outlets for creative, meaningful expression. Compassionate teachers help students develop the skills, discipline, and self-confidence that characterize successful artists.

Participation in the Providence Day athletic program provides student-athletes in grades 7-12 with the opportunity to pursue excellence, build long-lasting relationships, and grow both physically and emotionally. Through quality training and teaching, student-athletes develop life-long skills that will assist them with any future endeavor. The athletic program supports 66 teams in 27 varsity sports and competes annually in over 950 athletic events. Historically, over 80% of the student body participates in one or more sports teams. Honors for student-athletes include national, state, and local recognition. PD has also won the prestigious Wells Fargo Cup award for all-around athletic achievement in NCISAA 3A classification for six of the last eight years.



SCHOOL LIFE

The Providence Day experience carries beyond the classroom as part of a vibrant, active environment that supports a year-round slate of events, activities, programs, and celebrations. On any given day, student clubs might be collecting books and supplies in support of a nonprofit, young learners may be practicing for an upcoming academic competition, faculty are collaborating on a new teaching approach, parents are volunteering, or a department might be hosting a regional professional development conference. Providence Day takes pride in its role as a good neighbor and a caring nonprofit and educational citizen.

Across all divisions, an emphasis is placed on allowing students the room to uncover new passions, strengths, and leadership skills. Starting in Lower School, several clubs are offered including Math and Science Olympiads and First Lego League. Middle School offers a wide variety of clubs that promote leadership and collaboration while allowing students to explore their talents and interests beyond the classroom, from Model U.N. to Battle of the Books to Art Club to the Middle School play or musical to extracurricular STEM clubs and Student Council. Over 40 clubs for Upper School students cater to a wide variety of interests, spanning from community service and social responsibility to politics and current events to robotics and craftsmanship. Students may also contribute to one of Providence Day's publications or serve in a leadership role through the Student Government Association, Honor Council, or class office.



CHARLOTTE, NORTH CAROLINA

Known as “The Queen City,” Charlotte is the largest city in North Carolina and the financial hub of the Southeast. The Charlotte Metro area is home to around 2.6 million residents. With seven Fortune 500 companies and serving as the second-largest banking center in the country, Charlotte is a thriving business and transportation hub that continues to offer many of the charms, friendliness, and traditions of the Southeast while welcoming more and more residents from other parts of the U.S. and the world.

The city offers an array of activities and diversions to satisfy many interests. Charlotte is home to some of the nation’s foremost museums and galleries. The Levine Museum of the New South exhibits noted collections including its award-winning centerpiece exhibit, Cotton Fields to Skyscrapers. Charlotte’s newest art museum, The Bechtler Museum of Modern Art, designed by Swiss architect Mario Botta, features works by the most important and influential artists of the mid-20th century. One of the top experiential science museums in the nation, Discovery Place draws crowds from across the nation for its exhibits, its IMAX Dome Theatre and the affiliated Charlotte Nature Museum. Home to a number of notable colleges and universities, Charlotte is also the site of the NASCAR Hall of Fame and fields teams in the NFL and NBA, as well as teams in ice hockey, baseball, lacrosse, ultimate, and soccer.

A moderate four-season climate, low property taxes, excellent medical care, an exceptional food scene, and vibrant arts contribute to this “small town feel with big city amenities.” Situated just two hours east of the Appalachian Mountains and three hours west of the Atlantic Ocean, Charlotte offers plentiful recreational opportunities. It also earns praise as a safe, diverse, welcoming, hospitable, accessible, and comfortable city in which to raise a family.



OPPORTUNITIES

- To advance the work of equity, inclusion, and belonging in a supportive school community.
- To lead a team of two full-time staff members and six divisional coordinators that is already in place and operationalizing DEI work at Providence Day School.
- To collaborate with other senior-level administrators in strategizing DEI work with an eye towards the future, not just day-to-day.
- To help a school community make the paradigmatic shift from diversity and inclusion to equity and belonging.
- To serve in a leadership role that has been a proven conduit to more senior leadership at independent schools.
- To partner with other offices and their staffs to increase the diversity of the school community, particularly the faculty and staff, with a focus on both recruitment and retention.
- To support the school's aspiration to become a national leader in equity and belonging as it has already become in global citizenship.

CHALLENGES

- Leading a DEI team that is already established.
- Building the collective sense that equity and inclusion is the work of all community members.
- Scaffolding DEI work for a large and complex TK-12 school.
- Serving as a liaison between faculty, administrators, and senior leadership on community issues related to inclusion, equity, and belonging.
- Navigating the work skillfully, including identifying the right pace and avenues for growth and change.

DESIRED QUALITIES AND QUALIFICATIONS

- Experience in staff supervision.
- Demonstrated experience in equity and inclusion work at a leadership level.
- A natural teacher with a passion for bringing diverse thought communities together.
- Significant fluency in anti-racist curriculum development and pedagogical practices and experience coaching teachers in this work.
- A compelling communicator and relationship builder who draws individuals into the work.
- An agile strategist and willing collaborator who understands how to move equity and inclusion work forward at both an individual and systems level.
- An ability to manage a significant scope of work effectively, including delegating work to members of their team.
- Experience utilizing qualitative and quantitative assessments to measure effectiveness of initiatives.

TO APPLY

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

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

Lawrence Alexander

Search Consultant

lawrence.alexander@carneysandoe.com

Chris Boyle

Search Consultant

chris.boyle@carneysandoe.com

Jess Roberson

Search Associate

jess.roberson@carneysandoe.com