

## Position and Candidate Specification



St. Patrick's Episcopal Day School

### Head of School



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February 2021

Assignment: 64733-001

## About the School

St. Patrick's Episcopal Day School

*St. Patrick's Episcopal Day School strives to create a diverse and inclusive learning community of students, faculty and staff, and parents who recognize the infinite value of every individual as a child of God. We are committed to developing character, advancing human understanding, and promoting academic excellence to shape engaged citizens who live with integrity, empathy, and purpose.*  
– St. Patrick's Mission Statement

St. Patrick's Episcopal Day School, located in the Palisades section of northwest Washington, D.C., is a joyful and welcoming coeducational parish day school enrolling approximately 485 students and served by a talented team of 66 faculty and 49 staff members. Comprised of three academic divisions, the program begins at the three-year-old nursery level and continues through Grade 8. St. Patrick's students, whose families live throughout the D.C. metropolitan area, go on to a variety of fine high schools, both private and public, day and boarding, upon graduation. Founded by the Vestry in 1956, St. Patrick's provides a vibrant, challenging, coeducational school environment in which a diverse community of students can grow as intellectual, social, emotional, moral and spiritual beings.

Today, St. Patrick's is a thriving school on two light-filled campuses, the Whitehaven Campus and the MacArthur Campus. A third, the Foxhall Campus, houses the Day School's regulation-sized athletic field and the new Garden & Outdoor Learning Space. Other campus facilities include multiple libraries, science labs, art studios, music rooms, a gymnasium, and expansive outdoor playgrounds. In September 2017, St. Patrick's opened a 19,000-square-foot Middle School for students in Grades 6, 7 and 8. The new campus, which replaced a smaller facility, is a mix of instructional spaces targeted at the particular needs of young adolescent learners.



St. Patrick's has had only three Heads of School in its 65-year history, leaders who have cultivated and maintained the strong tradition of academic excellence within the Episcopal tradition, influenced and contextualized by an ever-changing world.

The work of equity and justice is at the heart of an Episcopal school's mission. St. Patrick's determination to promote equity and justice, diversity, and inclusion proceeds from two fundamental ideas: First, that every individual has infinite value as a child of God and, second, that each person comes to understand the world more fully through others. As such, the St. Patrick's community is committed to exploring, understanding, and honoring the multiplicity of human experiences and identities that enrich people's lives, including differences in belief, ethnicity, race, culture, country of origin, economic background, age, family configuration, sexual orientation, gender identity and expression, and ability. It is within a diverse and inclusive community that is welcoming and safe for all participants that each person is best able to develop the skills necessary to be actively engaged and to thrive in an interconnected world, to understand other perspectives, to address bias, to oppose prejudice, and to promote justice.



In March 2020, St. Patrick's closed its campuses and deployed its Remote Learning Plan as a result of the pandemic. Throughout the balance of the 2019-2020 school year, the Day School developed and implemented [St. Patrick's Anywhere, Our Remote Learning Plan](#). For the 2020-2021 school year, St. Patrick's paved a [Road to Responsible Reopening](#), offering parents and children across grades the ability to receive in-person instruction, while maintaining a robust remote-learning plan that is accessible on an equitable basis to all of our students and families.

To learn more about St. Patrick's, please visit: [www.stpatsdc.org](http://www.stpatsdc.org)

[Link to Viewbook](#)

[Link to Virtual Tour](#)



# About the Opportunity

## St. Patrick's Episcopal Day School

St. Patrick's Episcopal Day School is seeking a strategic and visionary Head of School who will leverage its exceptional reputation, talented faculty and staff, strong support from a loyal school community, and unique real estate assets. The next Head will step into a school with an intentional learning philosophy with an emphasis on intellectual curiosity, creativity, academic excellence, and the development of the whole child. The philosophy of "exceptional literacy" is at the heart of a St. Patrick's education. The next Head will embrace and support this commitment to engage deeply with the spoken and written word, to communicate effectively, and to understand and view problems from multiple perspectives. The next Head will be a leader who models the Day School's mission and will be an empathetic, accessible, student-centered educator with a visionary and forward-thinking approach. An inspiring and authentic educational leader, the next Head will be committed to the Day School's focus on equity and justice, diversity, and inclusion and will support a nurturing culture of learning, seeking to continually and creatively respond to changes in education and the greater world.

As the Day School's leader, the Head, in partnership with the Board, will be responsible for setting St. Patrick's strategic priorities and advancing its mission. As an experienced educational leader, the Head will be responsible for leading the faculty and staff in the development of the Day School's program, broadly stated. The next Head will be responsible for admission and enrollment, secondary school placement, and business operations, ensuring the long-term financial sustainability of St. Patrick's through strong fiscal management and ongoing philanthropic cultivation. In addition, the Head will be the face of the Day School, representing the institution externally within the local educational community and building and maintaining strong external partnerships and relationships.

### IDEAL EXPERIENCE

The next Head of School will be an accomplished leader with a passion for education and will have demonstrated the ability to:

- Provide inspiring intellectual leadership and develop strong, authentic relationships with students, faculty and staff, parents, and the Parish community;
- Institute and lead equity, diversity, and inclusion practices, demonstrate a strong commitment to antiracism work both professionally and personally, and have the ability to lead and facilitate courageous conversations;
- Embrace the Day School's core values, rooted in the Episcopal tradition, and the connection to and partnership with St. Patrick's Episcopal Church;
- Serve as an inspiring public face of the Day School, building relationships in the broad network of independent schools and promoting the virtues of a St. Patrick's education and its students, further supporting admission and enrollment and secondary school placement efforts;

- Provide thought leadership, identifying opportunities for innovative changes to the academic program and growth opportunities in the Washington, D.C. independent school market;
- Understand the financial and operational underpinnings of running a multi-campus school in the nation's capital;
- Foster and inspire a culture of philanthropic support from institutional stakeholders; and,
- Effectively collaborate with a Board of Trustees.

## **CRITICAL LEADERSHIP CAPABILITIES**

### **Inspiring and Collaborative Community Builder**

At a school whose culture is defined by its welcoming and inclusive community, the next Head will:

- Naturally build rapport and authentic relationships based on empathy and respect with all Day School constituents;
- Serve as a warm, inspiring, engaging communicator, acting as a visible, accessible, and approachable leader who communicates a consistent message to all members of the Day School, Parish, and broader external communities;
- Pursue opportunities to continue to diversify the Day School racially, ethnically, socioeconomically, and in other ways and maintain a culture with a deep commitment to inclusion; and,
- Be a caring educator, energized by the opportunity to engage directly in the life of the Day School and able to lead a community where all feel welcome and can thrive.

### **Forward-Thinking Educational Leader**

At a school where creativity and intellectual curiosity enable all in the community to learn and grow, the next Head will:

- Advance the Day School's focus on the strength and value of a diverse community in fulfilling its educational mission, understanding that academic excellence requires diversity of all kinds;
- Be informed about challenges and opportunities facing independent schools broadly and continue to inspire a growth mindset, partnering with the St. Patrick's community to achieve current goals and eventually lead its growth strategy in the longer term;
- Be a voracious learner, strong communicator, and the lead advocate in ensuring that academic and co-curricular programs remain forward-thinking; and,
- Demonstrate an abiding commitment to and an unwavering focus on students, supporting their intellectual, social, and emotional development.

### **Organizational Capacity Builder**

At a school with the ambition to continually improve and evolve, the next Head will:

- Be a capable, strategic steward of the Day School's assets, with strong business acumen and smart fiscal management strategies;
- Understand that people are the lifeblood of a school and attract and retain talented and diverse faculty and staff who are committed to academic excellence and the Day School's empathetic, caring culture;
- Inform, mentor, and support a strong administrative team—delegating, empowering, and providing support throughout their tenure for professional and personal growth;
- Be an exceptional external relationship-builder, cultivating and securing philanthropic gifts to support new academic initiatives and future ambitions; and,
- Build and maintain strong relationships to support secondary school placement efforts for families.

### SEARCH PROCESS

In accordance with applicable laws and in the interest of being an effective, equitable, just, and inclusive community, St. Patrick's Episcopal Day School does not discriminate on the basis of race, color, national origin, religion, creed, gender, sexual orientation, family status, economic status, age, or physical disability.

The Search Committee is being assisted in this process by Meg Becker, Sue Clifford, and David Wick of Spencer Stuart. The Search Committee invites submission of comments, applications, and nominations to the confidential mailbox: [StPatricksHead@SpencerStuart.com](mailto:StPatricksHead@SpencerStuart.com).

