

Position and Candidate Specification



SALISBURY
SCHOOL



“Esse Quam Videri” – “To be rather than to seem to be.”
- **Salisbury School motto**

HISTORY AND MISSION

As the premier all-boys boarding school in the country, Salisbury School has been educating boys in the English boarding school tradition and graduating young men of character for over 120 years. A small and tightly knit community founded in the traditions of the Episcopal Church, Salisbury strives to develop a boy’s mind, body and spirit, deeply instilling the virtues of loyalty, honor, and service. In the classroom, in the dorm, and on the field, Salisbury transforms a young man’s character to graduate confident, spirited, curious and loyal gentleman and brothers who make a difference in the lives of others well beyond the Hilltop. Boys leave Salisbury having calibrated their moral compass, which will guide them during their college years and in the world thereafter.



ACADEMICS

From its rigorous traditional curriculum to innovative programs such as Entrepreneurial Studies, Salisbury provides opportunities to learn actively and to be engaged and challenged through multi-disciplinary, experiential and project-based learning experiences. The School’s distinctive course offerings are carefully designed to prepare students for the rigors of college and to think independently. The all-boys classroom nurtures the confidence to take risks and inspires growth.

The idea of supporting boys and individual learning profiles was innovated by Josephine Bauman Rudd more than 75 years ago. The Rudd Center for Learning and Academic

Growth is a well-established, standard-bearer academic support program that has aided in the academic success of Salisbury School boys since the 1950s. It has guides boys to become confident, independent learners who achieve academic success at Salisbury and beyond. Over the years, the program has grown to become one of the leading learning centers in New England. Salisbury also has the small class size and flexibility to challenge the most gifted students.

FACULTY – “Doing Everything Right For Boys”

The Salisbury faculty are experts at teaching and mentoring boys. As a school designed for boys, the emphasis on relational learning enables Salisbury faculty to build authentic relationships with each student. When a student feels known and valued, he is empowered to persevere through challenges and stay actively engaged. In Salisbury classrooms, on athletic fields and in social settings, teachers, coaches, and advisors challenge students to take risks, ask questions, and grow from mistakes. Teachers actively support students, providing time and attention during and outside of class and encourage boys to learn from, and with, their brothers. Faculty and staff view themselves as part of a community of learners who care for and support the

students and each other in all endeavors. Alumni look back on their experience at Salisbury as much more than just another chapter of their education, or a simple stepping-stone to college.



ATHLETICS

Salisbury's excellence in the classroom carries over to its athletic program. While fortunate to boast a number of New England and league championships in recent years, Salisbury School is most proud of its students and their commitment to being gentlemen both on and off the field. The development of a healthy body and healthy mind go together as critical parts of early education. As one of the most prestigious athletic boarding schools in New England, Salisbury treats academics and athletics with equal seriousness and encourages an environment in which healthy competition builds more productive and well-rounded individuals. Importantly, sporting events help cultivate Salisbury's brotherhood. The events create school-wide enthusiasm, build experiential friendships

and heighten Salisbury's strong sense of community. Just attend a Hockey game – you'll see!

Salisbury is fortunate to offer superb indoor and outdoor space for athletic and fitness activities and is one of the best-equipped sports boarding schools in Connecticut. Its extensive indoor and outdoor facilities are located on a spectacular 725-acre main campus. Faculty members serve as coaches to Salisbury's athletic teams and teach important lessons both on and off the field, and these close-knit relationships are at the core of the Salisbury experience.

ARTS AND MUSIC

Salisbury's Art and Music department offers both the inquisitive beginner and the seasoned artist and musician core curricular and electives that are customized to his interests. More than just a creative outlet, lessons in art literacy encourage students to consider the broader implications of art today. In addition to the studio courses offered during the academic day in fine arts, music, and digital media, students can participate in drama, music lessons and ensembles. The Ruger Fine Arts Center and the Field Music Center are easily accessible to students who are encouraged to take advantage of these state-of-the-art facilities during their free periods.





ETHICAL AND SPIRITUAL DEVELOPMENT

Founded in the Episcopalian tradition, Salisbury values Chapel as a central part of the school experience. Chapel on the Hilltop is the place where the School comes together to pause, to reflect beyond daily routine, and to consider one's spirituality. Salisbury honors the variety of faith traditions represented within the school community as well as the diverse paths of spirituality. As part of the School's mission to nurture the spiritual lives of the school community, everyone gathers for chapel two mornings each week. Typical services include music, readings, student musicians, a brief talk and a prayer. While the School hosts outside speakers, the most memorable Chapel talks come from within the school community: from a fellow student or from a member of the faculty or staff. Alumni from all

generations often refer to the Chapel as one of their most cherished and formative experiences at Salisbury.

CAMPUS LIFE

Salisbury School's vibrant community thrives on the concept of brotherhood, evident through its character-based approach to education and through its values and ethics-based culture that are reinforced not only in the classroom but through extracurricular activities and community gatherings. From the family-like dynamic between students and faculty, Salisbury's wide range of clubs and organizations, social opportunities, leadership and service, to its time-honored traditions, boys discover who they are, what they stand for, and develop the values that will stay with them through adulthood. The school fosters an inclusive environment where boys from many different economic backgrounds, races and cultures feel a very strong bond to their classmates that lasts well beyond their years at Salisbury.





A student-centered leader with the heart and soul of an educator, the Head of Salisbury School will embody the Salisbury Gentleman and serve as a role model to the boys, setting the tone for kindness, loyalty, honor and respect on the Hilltop. The Head will be a highly visible, compassionate, and approachable leader, relishing the opportunity to embrace the welcoming and tight-knit residential community. The Head will proactively seek opportunities to engage with the boys, inspired and energized by the opportunity to cultivate their scholarly, moral, physical, and personal growth. The Head will also work closely with Salisbury's alumni to renew old ties and foster bonds to the current generation of Salisbury Gentlemen. Energizing development support is an essential trait in the next Head of School.

The Head will be an educational leader, embracing the distinctive traditions and culture of Salisbury while bringing a forward-thinking view on teaching and learning. The Head will lead with a steadfast commitment to boys education, clearly articulating the value of an all-boys education both internally and externally. Additionally, the Head will have a profound appreciation for the incredibly talented and devoted faculty who have dedicated their lives to all aspects of the boarding school experience.

In partnership with the Board, the Head is responsible for setting the School's strategic priorities and achieving the School's mission. As the educational leader, the Head leads the School's curriculum and overall program, enrollment, and college placement. As chief administrative officer, the Head is responsible for directing the faculty and staff and assuring long-term financial sustainability of the School.



The ideal candidate will be a passionate educational leader with a track record of success in the following areas:

IDEAL EXPERIENCE

Academic Leadership

Accomplished and passionate independent school leader with experience motivating and inspiring deeply committed faculty and staff.

Student-Centered Educator

Student-centered educator with an appreciation for an all-boys school education and a love of inspiring, teaching, and coaching students. Experience working in, or familiarity with, a residential school community is highly desirable.

External Spokesperson and Fundraiser

An engaging storyteller and relationship-builder with the capacity to articulate the value of all-boys education and the ability to leverage relationships to raise funds.

Commitment to Diversity, Equity, and Inclusion

A track record of impact and vision on issues of diversity, equity, and inclusion, and the ability to use these ideals to bring the community together, rather than divide it.

Financial and Operational Leadership

Understanding of the financial and operational underpinnings of a school and the levers to ensure a fiscally sustainable institution.

Partnering with the Board of Trustees

Ability to collaborate effectively and transparently with the Board of Trustees.

CRITICAL LEADERSHIP CAPABILITIES

Inspiring Community Leader

With a deep belief in “Esse Quam Videri” and a strong commitment to culture and community at Salisbury, the Head will be an inspiring and empathetic community builder with the ability to:

- Be visible and accessible as a genuine and pastoral presence in the life of the School and the boys. The Head will be energized by engagement with students, faculty and staff – whether it be in the classroom, the chapel, in the dorms or on the athletic fields.
- Embrace the holistic learning opportunities that a fully residential school experience provides.
- Promote trust and engagement across the School’s broad community and maintain a culture of kindness, collaboration, and inclusivity.
- Serve as the moral and spiritual leader of the Salisbury community; gain admiration and respect from the boys through engagement and integrity.

Educational Leader Committed to Boys Education

In a boys school dedicated to developing Salisbury Gentlemen and achieving excellence in all aspects of its program, the next Head will:

- Honor the long-standing traditions and distinctive culture of Salisbury while working with the faculty, leadership team and Board of Trustees to create and articulate a forward-thinking vision for education, identifying and exploring new ways to enhance the education of boys.
- Understand and appreciate the role of athletics at Salisbury, ensuring that the School continues to attract and develop top student-athletes who exemplify tenacity and sportsmanship.
- Be a thoughtful educator who exemplifies Salisbury's commitment to developing respectful, well-rounded boys while promoting a culture of joy, discovery, and the development of character.
- Cultivate an environment with "fertile soil" that empowers students to explore and take risks and encourages exploration of academic and extracurricular programs to their fullest.

Organizational Capacity Builder

In a well-functioning school with ambitions for continuous enhancement to the physical plant and the academic and co-curricular programs, the next Head will:

- Be a sophisticated leader and manager who understands the financial and operational levers of a school dependent upon tuition and philanthropy.
- Provide critical leadership to attract, retain and empower a talented and diverse faculty, staff and administrative leadership team, one that is committed to rigorous academics within an inclusive, close-knit, and welcoming community.
- Serve as an ambassador for Salisbury and increase the visibility of the School to support admissions.
- Foster a culture of philanthropic support from alumni and parents.

THE SEARCH PROCESS

Salisbury School is committed to a policy of Equal Opportunity Employment and nondiscrimination against any individual on the basis of race, color, religion, sex, sexual orientation, transgender status, marital status, national origin, ancestry, genetic information, age, disability, veteran status or any other classification protected under state or federal law.

Salisbury School is being assisted by Spencer Stuart in the search process. The committee welcomes comments, questions, nominations or expressions of interest. To contact the committee, please send an email with any supporting materials to the confidential email address: SalisburyHead@SpencerStuart.com.

