



Head of School

School and Position Profile

July 1, 2022

San Antonio Academy of Texas

117 East French Place

San Antonio, TX 78212

(210) 733-7331

www.sa-academy.org



**The
Education
Group**

Overview

Founded in 1886, the Academy is a Pre-K through grade 8, non-profit, non-sectarian day school for boys with nearly 300 students. The school is governed by a 16-member, self-perpetuating Board of Trustees, and led by a Head of School, who is supported by an administrative leadership team.

San Antonio Academy students are curious, enthusiastic, friendly, and cooperative. Woven throughout the fabric of the Academy is a focus on developing character and attributes essential to good leadership. In a family-like atmosphere that fosters lifelong friendships, the Academy helps boys develop a strong work ethic, sound morals, and an appetite for lifelong learning. Boys are surrounded by a caring group of faculty members, coaches, and staff who are dedicated to the success of all students.

Visitors are delighted with the beautiful campus, a warm welcome from faculty and staff, and highly engaged students, whether during the school year, in summer camp, or at an athletic event. Each day begins with a schoolwide Chapel service that reinforces the love of God and country while teaching valuable life lessons. Partnerships between families and the Academy prepare students spiritually and academically, growing their commitment of service to others.



Mission

San Antonio Academy of Texas offers prekindergarten through eighth grade boys an exceptional academic program that features small classes, a family-like atmosphere, the development of a positive self-image, and a foundation for life based upon the love of God and country, integrity, and respect for each other.





THE EDUCATION OF BOYS

San Antonio Academy faculty, staff, and administrators recognize the tremendous growth and change in boys from Pre-K to grade 8 and support their interests and leadership skills during those formative years. Faculty members, trained by the Gurian Institute, believe that “learning through a gender lens inspires, motivates, and changes lives.” Teachers ensure that Academy boys have a strong foundation in literacy and mathematics, along with music, art, technology, science and Spanish. Boys express themselves in P.E., at recess, and by participating in team sports that are geared to age and ability. Students are taught how to learn with a focus on critical thinking, communication, collaboration, creativity, and character. The Military Program provides leadership experiences in a structured, challenging, collaborative, and team-based learning environment.





HISTORY OF THE SCHOOL



Dr. William Belcher Seeley founded The Seeley School in 1886, as a college preparatory school, one that produces graduates recognized for their “integrity, scholarship, and leadership.” Dr. William Walton Bondurant purchased the Academy in 1906, one of the three Bondurants who guided the Academy over the next 80 years. In 1926, the upper grades (9-12) moved to the Alamo Heights campus of the West Texas Military Academy and became Texas Military Institute. In 1952, San Antonio Academy returned Texas Military Institute to the Episcopal Church and operated as an independent junior school for boys only, as it is today. The Academy marked the first year for elementary education in 1967 and moved to its location on East French Place.

In 1985, John Webster became Head of School, a role in which he served for 32 years. During his tenure, the Academy grew in enrollment and endowment. The School was accredited by ISAS in 1988 and was accepted by NAIS the next year. The School celebrated 125 years of excellence in 2011. Clint Dubose became Head of School in 2017, and under his leadership, the Academy was able to pivot and adapt to remote learning, the new Multipurpose Arts and Athletic Center was built, and the Academy received its 10-year school re-accreditation.



SIGNATURE PROGRAMS

Chapel Service

Daily Chapel has been affectionately described as “the way we begin each day.” Chapel services are non-denominational. The Academy’s traditions and values are put into practice, beginning with morning Chapel, where boys raise their hands to salute the flag, and lift their voices to recite the Lord’s Prayer. Chapel is where life lessons are taught, and public speaking opportunities are given. The boys range from the youngest Pre-K students to the poised upper school young men in the back. Parents and grandparents are welcome in Chapel. The Chapel programs, accompanied by multimedia presentations that capture the interest of the boys, include serious lessons that reinforce the Academy’s motto, “Be Honest. Be Kind. Be the Best You Can Be.®

Counseling and Wellness

San Antonio Academy provides a high-quality and effective counseling and wellness model addressing the personal, social, academic, and career development competencies of all students so that they may realize and achieve their personal goals. Character education and wellness activities are supported by the Academy’s Social/Emotional Coordinator and the Counselor who teach lessons based on various character traits. They direct Brain Break Olympics and lunch bunches, lead small group sessions, and provide private counseling as needed.



The Academy’s Speaker Series is designed by the Counseling and Wellness department. The Buddy Program is well-loved at the Academy and gives older students an opportunity to be leaders and role models for the younger boys.



SIGNATURE PROGRAMS

The Military Leadership Program

Known more commonly today as a leadership program, San Antonio Academy's limited military program has evolved into an opportunity for older boys to acquire leadership skills and learn the principles of teamwork while maintaining the *esprit de corps* that comes from working together to achieve common goals. The mission of the Military Leadership Program is to "develop boys of character, who are critical thinkers and committed to living the values of The Academy." To achieve these goals, the program rests on three pillars using a military model: Leadership Development, Uniform Standards, and Company Spirit.

Students in Pre-K through grade 2 do not formally participate in the Military Program, but benefit from the structure, community, and peer leadership of this school-wide program through regular activities, such as wearing a modified school uniform, being recognized for positive achievements, and partnering with a "buddy" student. Students in grades 3 through 8 are full members of the Academy's Military Program. They participate in drill activities, earn rewards and consequences based on the merit/demerit system, and receive promotions in rank and responsibility. Students focus on learning basic drill movements, maintaining a proper uniform, and following orders, basic skills that serve as a foundation for self-confidence and personal responsibility.



The Academy's Military Program is a mandatory upper school extracurricular activity, recognizes those students who are outstanding all-round leaders, and seeks to honor young men whose actions and words have the greatest positive influence on their peers.



THE SCHOOL COMMUNITY

Students

Academy boys understand that integrity, pride in achievement, and kindness are as important as their scholastic work. They graduate from San Antonio Academy with a strong academic foundation, a positive self-image and a love of learning. Prepared by the Academy for a lifetime of service to their community, boys at each grade level participate in an annual service project that benefits the community. The entire school supports a large food drive each year during the holiday season. Graduates of the Academy matriculate to prestigious boarding schools and independent day schools, including Phillips Exeter, Woodberry Forest, McCallie, St. Georges (RI), Saint Mary's Hall, TMI Episcopal, and Keystone School, and strong area high schools such as Churchill, Alamo Heights, and Central Catholic.

San Antonio Academy offers tuition assistance by providing need-based and merit-based scholarships. The Financial Aid Program is designed to provide outstanding, capable boys with an exceptional education and a foundation for life, regardless of their financial need, as well as to promote the development of an economically diverse population. Admissions decisions are made independently of financial need. The Academy's financial aid budget provided \$787,830 to students for the 2020-2021 school year.

Teaching at San Antonio Academy

San Antonio Academy's teachers are a committed and hardworking team, devoted to a collaborative, caring, and active environment where boys discover, question, and make meaning of their world. Teachers are passionate about their students, the learning process, and appreciate the strong support they receive from administration and parents. Faculty have attended a variety of workshops and conferences, including Texas Computer Education Association, Lego Education, World Language Educators Institute, Character Strong training, Gurian Institute, Conference for the Advancement of Science Teaching, National Council of Teachers of English, and the Momentous Institute. The Academy's Technology Department provides training for staff members who learn to integrate technology into the curriculum and explore new technologies.

The Administration

San Antonio Academy has a dedicated administrative team. The Head of School is supported by the Associate Head of School, Director of Counseling/Wellness, Athletic Director, Director of Military Program and Student Life, Associate Head of School for Advancement, Director of Information Technology, Chief Financial Officer, and Director of Facilities. The team works collaboratively to manage the day-to-day schedule, activities, operations, and programming.



THE SCHOOL COMMUNITY

Parents

Families share a sincere appreciation for the role that San Antonio Academy has played in preparing their children academically, socially, and spiritually. They place a high value on the relationships and communication with faculty and staff. Academy families are active partners with teachers. Through volunteer opportunities, the Parents' Club and Admission Ambassadors provide support to all facets of school life, including fundraising projects, student recruitment efforts, and organization of designated school functions.

Governance and Planning

The 16-member Board of Trustees is a self-perpetuating governing body, and includes community leaders, current parents, and former parents still involved at the school. The Academy's Board of Trustees exists to create plans, set policies, and make decisions that will best ensure the viability of the school's mission for future generations of students. The Board is responsible for the ultimate mission and goals of the Academy and oversees the Head of School, who is responsible for the operations, processes, and procedures necessary to accomplish the school goals. The school is financially stable, with healthy reserves, an impressive endowment, and no debt. The Board Investment Committee oversees the management of the \$30 million endowment.



In the spring of 2021, members of the Academy community drafted goals, expectations, and action plans from conversations held as part of a strategic planning process. The Plan will continue to be refined through the coming school year and, once the new Head of School is in place, it will be formally approved by the Board, shared with the wider school community, and put into effect. Areas that were examined include academic excellence of faculty and the curriculum, buildings and grounds, community outreach and engagement, diversity, equity, and inclusion, generative governance and sustainability, and signature programs.



EDUCATIONAL PROGRAM



San Antonio Academy's curriculum provides a strong foundation of academic skills, with an emphasis on critical thinking, clear expression, and development of self-discipline.

The Enrichment Program offers extended day classes to boys and girls throughout the year, while Summer at The Academy provides an eight-week program for boys and girls with opportunities to create, learn, and explore.

Primary School

The Mission of the Primary School is to prepare young boys from Pre-K through grade 2 to be lifelong learners through a nurturing, age-appropriate, academically challenging program. Teachers guide the youngest students through a curriculum that focuses on linguistic development, gross and fine motor skills, mathematical skills, and social and interpersonal relationships. Classrooms are warm, friendly, and nurturing environments that allow students to develop socially, spiritually, and cognitively. Early reading instruction includes Orton-based Phonics, guided reading, Accelerated Reader, and Rebecca Sitton and Houghton Mifflin spelling programs. Each student's classroom experiences are supplemented in special classes, including art, physical education, music, library, Spanish, and integrated technology. Spanish instruction begins in the primary grades and continues through grade 8. Technology is integrated throughout the curriculum and Smart Boards are installed in all classrooms.



EDUCATIONAL PROGRAM

Upper School

Classes in the Upper School are departmentalized in both the core academic areas and special classes, including art, music, Spanish, physical education, library, and integrated technology. Upper School students in grade 3 through 8 are instructed in a systematic way, learning specific techniques for listening, reading, managing time effectively, taking responsibility for one's own learning, memory training, and test-taking strategies. As part of the Upper School experience, good study skills are considered essential. As in the Primary grades, technology is integrated throughout the curriculum. Grade 3 students use iPads, and students in grades 4 through 8 are assigned Chromebooks. Academy students graduate with a thorough academic foundation, a positive self-image, and a strong work ethic.

“San Antonio Academy is an exceptional all-boys private school steeped in tradition that carries its legacy through the lives of our alumni and their contributions to their communities and society as a whole.”

Director of Military Program and Student Life





EDUCATIONAL PROGRAM

Music, Visual Art, and Drama

The Music Program provides a variety of musical experiences, with training and live performance opportunities in voice, movement, and instruments. Students learn to sing, play the recorder and hand bells, and perform several times each year. Over 50 boys in grades 3 through 8 participate in the San Antonio Academy Choir. Pre-K through grade 6 students receive weekly instruction in the Visual Arts, and an art elective is offered in grades 7 and 8. A student art show is held each spring with displays of selected works created by boys in grades 1 through 8. All students have opportunities to perform in dramatic productions, including a play performed entirely in Spanish by grade 2 boys, and the cherished tradition of the Shakespeare Play performed by grade 8 boys.



Physical Education and Athletics

The Athletic Program is a vital part of the Academy experience, including both physical education and competitive sports. Most students take P.E. daily, with classes focusing both on basic skills and specific sports. Coaches oversee the Academy's after-school programs in competitive athletics. Virtually all students in grades 3 through 8 participate. Students in grades 7 and 8 are eligible to play football, basketball, cross-country, lacrosse, soccer, tennis, track, and golf, and compete with teams from private and public schools in the San Antonio area.





SAN ANTONIO ACADEMY FAST FACTS

SCHOOL



Established: 1886

Grades: Pre-K - Grade 8

Enrollment: 300

**Primary School
(Pre-K - Grade 2):** 125

**Upper School
(Grades 3 through 8):** 175

Student/Teacher Ratio: 11:1

Students of color: 32%

TUITION



Pre-K to Grade 8 Tuition Range
\$14,560 - \$25,956

Financial Aid: \$787,830

FINANCE



Endowment: \$30 million (est.)

Operating Budget: \$9 million

Annual Fund: \$504,700 (2020-21)

FACULTY



Total number of employees: 86
(78 full-time and 8 part-time)

Full-time Faculty: 37

Average years of experience: 19 years

Memberships & Accreditation



National Association
of Independent Schools



Independent Schools
Association of the Southwest



LIVING IN SAN ANTONIO

San Antonio's character is a colorful blend of Mexican and Texan culture. It is 150 miles from the Mexican border at Laredo, on one of the most-traveled routes to Mexico. Much of San Antonio's population (about three-fifths) is of Hispanic (mainly Mexican) descent, and many are Spanish-speaking or bilingual. Cultural diversity is embraced. Remains of 18th-century Spanish structures dot the city, contrasting with modern office buildings. Military installations largely account for San Antonio's rapid growth. Fort Sam Houston is the headquarters of the U.S. Fifth Army and the site of the Academy of Health Sciences, the army's basic school for medical personnel. Three U.S. Air Force bases are located in San Antonio, providing a training base for recruits and the School of Aerospace Medicine.

Major components of San Antonio's economy are education, health care and medical research, business and financial services, and, most importantly, tourism. A large portion of trade between Mexico and the United States passes through the San Antonio area's interstate highway system. The city has a busy international airport and a strong higher education community. The River Walk, or Paseo del Rio, is San Antonio's outdoor showcase, winding through the downtown area, its banks lined with shops and restaurants. Museums are scattered throughout the city, with dozens of music, dance, and theater organizations, including a professional symphony. The city's professional basketball team, the San Antonio Spurs, has been one of the most successful franchises in NBA history.





CAMPUS AND FACILITIES

San Antonio Academy is situated on 8 acres in the beautiful and historic Monte Vista neighborhood. Located slightly north of downtown San Antonio, the area is characterized by distinguished residential architecture including Tudor, Spanish Eclectic, Queen Anne, and craftsman-style houses. The Academy's physical plant is beloved for its quaint, welcoming atmosphere.

The school has a new Multipurpose Arts and Athletic Center, opening fall of 2021, which will greatly enhance art and music as well as physical education and athletic programs. While the current campus location presents limitations due to its location in a designated Historic District, recent surveys indicate a strong desire to keep the campus on its current site. Opportunities exist to work within the existing campus footprint to update current buildings and facilities.



The Position

San Antonio Academy is seeking an educational leader who will build upon the legacy of the school, working closely with the Board of Trustees to secure a lasting vision for the future. The Head of School has oversight of all organizational activities and serves as the Academy's academic leader, fostering a climate of excellence and growth among students, faculty, and staff.

The Academy is beloved by its core constituents and enjoys fervent support and appreciation from the community it serves. The next Head of School will inherit a talented and deeply devoted faculty, a well-rounded student body, dedicated parents, and an engaged Board of Trustees. The Head must appreciate the legacy and traditions of San Antonio Academy and be committed to maintaining the school's local and national prominence in boys' education.

The next Head of School will be a skillful, experienced leader with a passion for upholding the mission and fostering the traditions, relationships, and practices that are the foundation of San Antonio Academy culture. The ideal candidate will possess an engaging personality and be a collaborative servant leader whose example, enthusiasm, and commitment inspires and promotes the growth of others.





Personal and Professional Qualities and Qualifications

Professional Qualifications

The successful candidate will:

- Share a strong commitment to the education of Pre-K through grade 8 boys, and a single-minded focus on keeping them at the forefront as decisions are made
- Be a compelling storyteller and advocate who is able to embrace and share the Academy's long history, traditions, and values with authenticity and contagious enthusiasm
- Have significant senior-level administrative experience as a leader in an independent school, and have a track record of building community
- Have experience envisioning, obtaining financial support and implementing new strategic approaches that move an organization forward
- Skillfully serve as a curricular leader and have a proven record in recruiting, inspiring, mentoring, and supporting faculty and administrative staff.

Personal Qualities

This warm, closely-knit community at San Antonio Academy expects a leader who:

- Demonstrates unwavering integrity and the ability to listen, build trust, gather input, and engage in appropriate consensus building
- Is at ease in taking challenges head-on and making decisions firmly, fairly and efficiently
- Demonstrates powerful and inspirational communication skills
- Has a high-energy personality and deeply enjoys being an active, accessible and visible presence in the life of the Academy while building strong, supportive relationships with all constituents
- Possesses a leadership style that balances hands-on with broad oversight capabilities.



Opportunities and Challenges

The new Head of School will be expected to:

- Honor the Academy's mission, traditions, core values, and strong sense of community
- Maintain excellence and continuity in the academic program, ensure consistent application of student discipline, and highlight the signature programs, such as the Military Program and Chapel, that reinforce the bond of brotherhood at the Academy
- Enhance processes involving the hiring, retention, and support for highly qualified, mission-appropriate, and collegial faculty and staff
- Successfully transition to being a visible and active participant in the Academy and greater San Antonio communities
- Enhance levels of transparency and the quality of communication within the school community, and among the faculty, staff, administration, parents, and alumni especially with regard to creating and implementing policies and procedures
- Effectively market the Academy's value proposition in order to address enrollment challenges in San Antonio's independent school market
- Prioritize and address facilities needs in order to appropriately maintain, upgrade, replace, or add new campus facilities.





How to Apply

Prospective candidates should send the following materials in a single PDF document to the search consultants by **September 15, 2021.**

- Letter of interest specifically addressing this position and school
- Resume (education and work experience)
- Statement of educational philosophy
- List of five professional references with contact information
- Letters of reference, if available, but not required

The Education Group does not discriminate on the basis of race, color, religion, national or ethnic origin, gender, sexual orientation, or any other legally protected status..



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