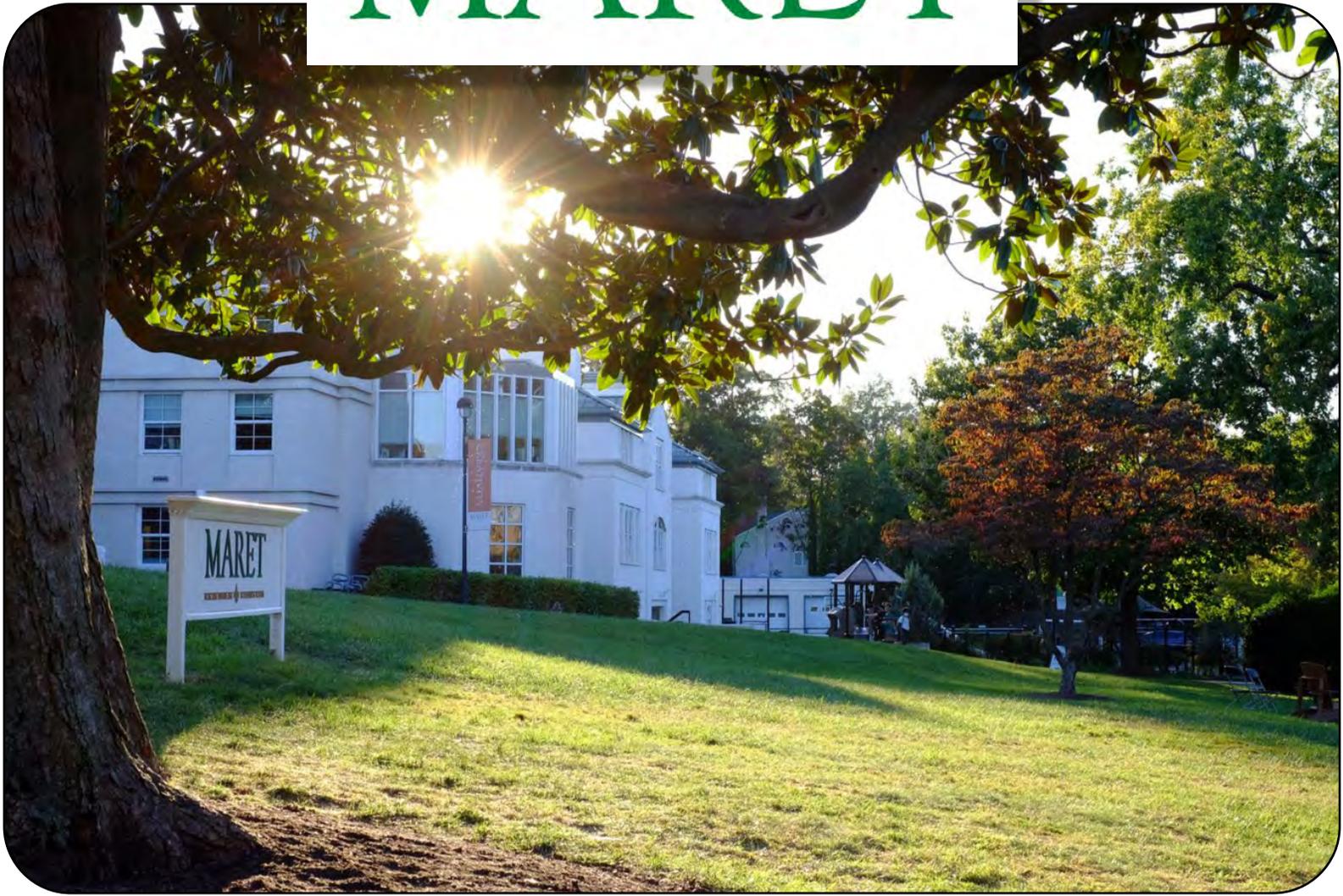


# MARET



**Position Statement  
Head of School Search  
Maret School  
Washington, DC  
Start Date: July 1, 2023**



# Maret School

## Head of School Position Statement

START DATE: JULY 1, 2023

MARET



**Maret School**, located in the Woodley Park neighborhood of Washington, DC, and serving 650 students in Kindergarten through Grade 12, has thrived due to its clear mission, commitment to excellence, intimate community, strong leadership, and talented and dedicated faculty. It is known locally and nationally for its leadership in the area of diversity, equity, and inclusion. Maret School now seeks a new Head of School for July 2023 to build on the work that has been done and to continue its momentum as it strives to live up to its own high standards and aspirations. This is a singular opportunity to lead a school community that is strong, and getting stronger and is as committed to kindness, joy, and wellness as it is to excellence and achievement.

### THE PLACE

Set on a single seven-acre campus in the heart of Washington, DC, Maret is an oasis where a cheerful and industrious community of adults and young people go about the daily business of teaching and learning. The compact campus encourages the constant mingling of different age groups, and the joys of a K-12 school abound. Natural moments of connection across divisions on the back field, at lunch, and at games are augmented by planned opportunities to promote connectedness like the All-School Holiday Concert, mixed lunch tables in the Lower School, Math and Reading Buddies, and the Shad Restoration Project. Every corner of Maret's campus—from classrooms to corridors to outdoor spaces—buzzes with activity and engagement. Teachers and students are always on the go, and purposefully so. As one faculty

member puts it, "We're constantly asking ourselves how we can do better. This isn't a place where you can phone it in."

Stepping through the front door of the 19th-century Woodley Building feels like coming home. The historic heart of Maret houses one of two on-campus libraries, Admissions and administrative offices. Spreading to the right, left and back of Woodley are outstanding, modern academic, athletic, and artistic facilities. From the intimacy of the Lower School classrooms to the sophistication of Upper School labs, the divisions are housed in separate areas that are built for the needs of each age group. In addition to classrooms and labs, the campus includes divisional libraries, a theater, multiple gyms, meeting spaces, and a multi-sport field.

# Maret School

## Head of School Position Statement

START DATE: JULY 1, 2023

MARET

### MISSION AND VALUES

*Maret is a vibrant, K-12 coeducational independent school in Washington, DC. We ignite our students' potential; foster their academic, artistic, and athletic talents; and promote their well-being. We develop the mind, nurture curiosity, welcome challenge, embrace joy, and build community that is equitable and inclusive.*

Founded as an international school, Maret is propelled by a heartfelt and longstanding commitment to diversity. Diversity at Maret “has been seen as a vehicle for making the school better,” in the words of one faculty member, and the result is a place that has carved a unique niche in Washington, DC. Though located in the center of a powerful and dynamic city, there is a notable “absence of self-importance or pretension at Maret.” In the words of one parent, Maret is “a gentle place in an otherwise intense, Type A city.”

Maret encourages excellence without the pressure-cooker atmosphere that so often characterizes high-performing schools. Maret promotes achievement without elevating unnecessary competition and stress. Maret’s core values—*Respect + Integrity, Excellence + Creativity, The Individual + Connectedness, and Joy*—are in evidence in the interactions between and among students and faculty in classrooms, arts spaces, and on athletic fields.

### THE PEOPLE

Community and belonging are central to the Maret experience. Diverse by every measure—53% of students and 38% of faculty identify as people of color—the school attracts families from all neighborhoods of DC and many surrounding towns in Virginia and Maryland. The warmth of the community is conspicuous and among the major draws to Maret for students, parents, and faculty alike.



# Maret School

## Head of School Position Statement

START DATE: JULY 1, 2023

MARET



There are no staff positions at Maret; everyone is considered to be faculty. In this egalitarian atmosphere teachers are at ease with both their course materials and their students. There is a universal sense that the adults at Maret really do know all the students and are invested in their success. Whether teaching the “Kindies,” Maret’s youngest students, leading a senior elective seminar, or something in between, the faculty are trusted for their expertise and supported to be excellent classroom teachers and mentors. But teaching at Maret is about more than subject area knowledge. All faculty either advise, coach, direct, serve on committees, or otherwise support the school’s mission, vision, and values. This all-in culture is part of what fosters the close relationships that all cite as special to Maret.



Known and cared for, the students at Maret step out of their comfort zones with confidence. They pursue academics, the arts, and athletics simultaneously. As one graduate put it, “There is no one Maret model, no stereotypical student; rather, Maret respects the individual. Someone could play a varsity sport during one trimester and be in the musical in the next trimester and be in the a cappella group during the whole year.” Students value the array of opportunities they have to cultivate friendships within their grades as well as with younger and older students, whether formally through sports, extra-curricular activities, and the buddy program or informally in many ways around campus and throughout the school year.



From the beginning of the admissions process, parents and children alike feel known and appreciated, evidence of what one person calls “Maret’s radical hospitality.” The sense of welcome is palpable and, when coupled with the evident diversity of the faculty and student body, Maret becomes “the most public school feeling of DC’s private schools,” as one parent says.

Supporting the faculty’s work is a 23-member Board of Trustees that is a major source of strength at Maret. Whether serving their first term or finishing a decade of service, Trustees model collaboration and dedication, leadership in giving, and readiness to help out when and where they’re needed without ever being intrusive.

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## Head of School Position Statement

START DATE: JULY 1, 2023

# MARET

### THE PROGRAM

Maret offers the kind of deep and diverse curriculum that one might hope to find in a much larger independent school. Maret's Upper School boasts courses as eclectic as American Sign Language and The Philosophy of Evil in addition to challenging traditional offerings. Master teachers inspire students to "inquire deeply, think critically, and act responsibly." Maret Upper Schoolers have the opportunity to take a wide variety of seminar-style advanced classes with peers from around the country via Maret's membership in the Malone Schools Online Network (MSON).

The emphasis on individualized instruction in Maret's Lower and Middle Schools complements the school-wide commitment to mental health and wellness. There are no grades in the Lower School and the curriculum is experiential in the dual pursuit of excellence and joy. Middle School capitalizes on the spirit, energy, and curiosity of students in Grades 5–8 to create confident thinkers, innovative artists, healthy athletes, thoughtful friends, and proactive citizens. Time and again a visitor hears how personal Maret is, how student-centered, how the education embraces the whole child, and how intentional the program is in its focus on seeing to each student's emotional growth and stability.



### FAST FACTS

|                             |                              |
|-----------------------------|------------------------------|
| <b>Team Nicknames:</b>      | The Fighting Frogs           |
| <b>Enrollment:</b>          | 650                          |
| <b>Financial Aid:</b>       | \$5 Million / 164 recipients |
| <b>Giving:</b>              |                              |
| Annual Fund:                | \$2.2 Million                |
| Major and Special Gifts:    | \$1.6 Million                |
| Maret Parents' Association: | \$840 K                      |
| TOTAL GIVING FY 2021:       | \$4.6 Million                |
| <b>Finances:</b>            |                              |
| Endowment:                  | \$41 Million                 |
| Cumulative Reserves:        | \$12.5 Million               |
| Debt:                       | \$14.1 Million               |

There is commendable balance at Maret among the Three A's of independent education: Academics, Arts, and Athletics. Each enjoys prominence in the life of the school, and visibly so. The campus is decorated with beautiful mosaics created by Seventh Graders; walls abound with photos of theatre productions and musicals; and art studios overflow with the handiwork of creative students.

Community engagement is built into the program early on at Maret. In the Middle School, for example, Fifth Graders tend a community garden as part of their science education; Sixth Graders study watersheds in Rock Creek Park; and Seventh Graders study refugees and immigration. There is also an ambitious summer program called Horizons that Maret partners with to bolster the academic needs of DC's underserved primary school students.

For an Upper School of modest enrollment, Maret's athletic teams have enjoyed outsize success. Indeed, championship banners from a variety of sports festoon the walls of the gym, and seemingly every varsity team includes at least one future Division-1 college athlete and many more who will play D-3. In the Fall of 2021 alone, 19 Maret alumni showed up on college football rosters, a remarkable number from so small a program.

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## Head of School Position Statement

START DATE: JULY 1, 2023

# MARET

### STRENGTHS

Maret embarks on its search for a new Head of School from a position of great strength. In addition to the many assets and attributes set forth above, strengths upon which the new Head of School will build include the following:

- All constituencies recognize that the depth and quality of the K-12 program depends on the strength of the faculty. Retention of outstanding faculty and recruitment of additional faculty who embrace Maret's mission and core values are critical.
- Maret boasts a longstanding culture of innovation. Most recently, Maret launched—with the support of a grant from the EE Ford Foundation—the Center for Institutional Research in Independent Schools to spearhead its national leadership in data-driven assessments and decision making in education. The School is committed to the expansion of its leadership in research and innovation.
- Maret's enrollment picture is extraordinarily healthy, with a robust and selective admissions process that has waiting lists at every grade.
- The School's finances are exceedingly healthy. The \$33 million operating budget is supported by a community spirit of philanthropy that has resulted in a \$40+ million endowment and operating reserves of approximately \$13 million. Debt stands at \$14 million. Still in its "silent phase," the ongoing Together We Inspire capital campaign to fund the new Maret athletic fields and grow endowment has raised more than \$14 million towards its \$25 million goal—none of which is included in the numbers above.

- Maret has been a longtime leader in financial sustainability whereby annual tuition increases are held to inflationary levels. As a result, tuition levels at Maret are significantly below those of local peer schools.
- Maret is currently developing new athletic fields three miles from its current campus that will almost double the School's footprint and provide a permanent home field for Maret's soccer, lacrosse, football, and baseball teams.



# Maret School

## Head of School Position Statement

START DATE: JULY 1, 2023



### OPPORTUNITIES AND CHALLENGES

Any high performing school on the verge of a leadership change presents a mix of challenges and opportunities. At Maret, the next Head of School will build on the legacy of a long-term and talented Head. Working with the Board, administration and faculty, the next Head of School should be prepared to:

- Continue to elevate and broaden Maret's pursuit of a diverse and equitable school community with a particular focus on hiring and retaining faculty of color.
- Strengthen trust around how decisions are made, when input is sought from constituents, and how the school communicates with all constituents.
- Seek additional opportunities to expand and enhance the physical plan, including integrating and maximizing use of the new field complex.
- Build on Maret's culture of innovation to keep the school at the forefront of independent schools.
- Optimize performance of a high-functioning administrative team through clarification of roles, duties, and procedures.
- Address issues of faculty load, including streamlining meeting schedules and agendas, while maintaining a high degree of faculty engagement and participation.
- Encourage healthy digital growth/habits in the student body.

### THE NEXT HEAD OF MARET WILL LIKELY BE:

- Committed to Maret's mission and core values.
- "Humble enough to listen and confident enough to lead."
- "Able to think about equity as what we do, not as a lens through which we see things."
- Experienced in and committed to the ongoing work of equity and inclusion.

- Able to clearly articulate Maret's value proposition in the DC marketplace.
- Willing to delegate and able to make hard decisions.
- Able to lead a complex organization and set and execute a strategic vision.
- A leader in fundraising and a strong partner in enrollment and financial management.
- An engaged presence on campus and enthusiastic supporter of Arts and Athletics.
- Familiar with all levels of K-12 education and cognizant of future trends and the implications for Maret.
- A person of unquestioned integrity.
- Someone with a high EQ.
- Warm and empathetic.

### IF YOU ARE INTERESTED IN BEING CONSIDERED FOR THIS POSITION

Apply through the candidate portal at <https://rg175.com/candidate/signup>. Only complete applications will be considered and each must include a cover letter of interest, a current resume, and a writing sample of the candidate's choosing. The deadline for applications is **February 26, 2022**.

The consultants leading this search are:

|                  |  |
|------------------|--|
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