



GREENWICH ACADEMY

Toward the Building of Character



**Position Statement
Head of School
Greenwich Academy
July 1, 2023
Greenwich, Connecticut**



Greenwich Academy

Head of School

POSITION STATEMENT | START DATE: JULY 1, 2023



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INTRODUCTION

Greenwich Academy, one of the great schools in the United States, educating girls from the preschool years through grade 12, is seeking a new Head of School to commence in July of 2023. Located on 39 stunning acres in beautiful Greenwich, Connecticut, the campus is breathtaking, with superbly designed facilities and thoughtful links between divisions, programs, and outdoor spaces. The physical environment of the school reflects and reinforces the extraordinary sense of connection and care among members of the GA community. As current Head of School Molly King articulates, the excellence of the school, “starts with relationships that inspire and motivate: teachers and students, older girls and younger, peer to peer. It’s a sisterhood that embraces and reinforces the values and ideals that have defined Greenwich Academy for close to

200 years. It’s an outstanding academic program within a character-based education and it spans the entire trajectory of the GA experience.” This is a place where tradition is relished and honored, while at the same time it is an institution distinguished by innovation and creativity in programs, pedagogy, and curricula. Above all, Greenwich Academy is a school where girls find themselves and emerge as confident young women whose leadership will positively impact the institutions and people with whom they choose to engage.

The faculty of Greenwich Academy is talented and motivated, dedicated first and foremost to the best interests of students. The administrative team and the staff of the school are skilled, passionate, and engaged, inspiring trust and confidence from colleagues and the various constituencies of the school, including the remarkably supportive parents and alumnae. The most oft-

repeated descriptor shared by people in the GA community is that they are “all in” for the girls and in pursuit of the mission of the school. There are high expectations in the community for achievement, intellectual curiosity, hard work, and broad involvement in the

remarkable array of

programs and opportunities, including the extensive and invaluable coordinate education program at the upper school level with adjacent Brunswick School. Yet the culture of the school community is most notably distinguished by caring, support, inclusion, and kindness. There is genuine, measurable commitment to diversity, equity, and access, by and for both students and adults. The human and material resources of GA are extensive and impressive, but it is the focus on the quality of human experience, the development of the human spirit, and the inculcation of courage and empathy in equal measure that make GA a very special school. Greenwich Academy seeks a leader who can sustain the balance and excellence of the school experience while also embracing the challenges and opportunities ahead for this school as it navigates the path into its third century.



HISTORY

Greenwich Academy's tradition of excellence is long and deep. Founded in 1827 by members of Greenwich's Second Congregational Church, it initially served both girls and boys. Competition from newly opened schools in the early 20th century led the school to redefine its mission. Led by philanthropist Elizabeth Milbank Anderson, GA officially became an all-girls school in 1914. It moved to its current location, the former estate of William F. Rockefeller, in 1950. Today, GA stands proudly as the oldest all-girls school in Connecticut and the 6th oldest all-girls school in the country.

Greenwich Academy stands apart from many other schools with its legacy of long-serving school heads. A point of pride for the community, the longevity of the heads of school has also been a component of the success, stability, and excellence that GA manifests. Click below for more about GA's history and the remarkable legacy of its leaders.

www.greenwichacademy.org/about/history-traditions





MISSION AND VALUES

Greenwich Academy is an independent college-preparatory day school for girls and young women that seeks to foster excellence. Its mission is to provide a challenging, comprehensive educational experience grounded in a rigorous liberal arts curriculum within an inclusive, diverse community. The school's objective is to develop girls and young women of exceptional character and achievement who demonstrate independence, resilience, courage, integrity, and compassion. We strive, above all, to honor our school motto, Ad Ingenium Faciendum: Toward the Building of Character.

The vibrancy of life on GA's campus in the school culture sits solidly on a few key values, including:

- A commitment to academic excellence.
 - A commitment to honor and engage the potential of each and every student.
 - Belief in the importance of the School's motto: Ad Ingenium Faciendum.
 - Respect for inclusion and equitable treatment of all members of the staff, faculty and administration.
- Greenwich Academy's students, faculty, staff, parents, and alumnae form a community with a shared commitment to:
- Encourage all students to achieve excellence in their academic and personal pursuits.
 - Promote the highest ethical and moral values.
 - Provide an environment that celebrates the joy of discovery in academics, the arts, athletics, and community service within the context of a rigorous liberal arts curriculum.
 - Sustain a richly diverse community in which every individual is respected and affirmed.
 - Recognize the profound benefits of single-sex education in the lower and middle school years, and support coordination with Brunswick School as integral and enriching to the upper school experience.
 - Develop self-confidence and exceptional character in girls and young women as a foundation for decision-making that is healthy, balanced, and respectful.
 - Encourage intelligent, responsible citizenship and leadership through meaningful service to the life of the school and the broader community.
 - Attract and retain outstanding teachers who inspire a passion for learning, demonstrate excellence, and serve as exemplary role models.
 - Honor GA's history and traditions in order to create a lifelong connection to the school community.



DIVERSITY, EQUITY, AND INCLUSION

Greenwich Academy regards diversity, equity, and inclusion as fundamental and central to its commitment to the mission and values of the school. The diversity statement below makes this commitment explicit:

“In keeping with the school’s motto, *Toward the Building of Character*, Greenwich Academy affirms and respects the individuality of all members of the community. The school’s ultimate goal is for students to develop the confidence and compassion to interact freely and authentically with people who represent a rich variety of backgrounds and beliefs in terms of race, ethnicity, culture, religion, socioeconomic status, sexual orientation, and family composition. All members of the Greenwich Academy community—students and alumnae, faculty and staff, parents and trustees—are expected to honor and value the school’s diversity mission.”

Please explore the school’s work in this area and in all divisions of the school at the site below:

www.greenwichacademy.org/about/diversity-equity-inclusion



PEOPLE AND PROGRAM

Caring, confident, and wise leadership have resulted in GA having the courage to take risks and have the academic integrity to assure a vigorous and meaningful program. One senior faculty member affirms that the strength of the program is that “we are grounded in our mission and values and we are encouraged as individuals to change and to grow.” In this supportive atmosphere, a talented faculty have had the space to dream, create and innovate. The result is an integrated and aligned

PK-12 curriculum that is both traditional and innovative, and that emphasizes skill development and hands-on activities.

In small classes, students develop foundational skills, the capacity for rigorous critical thought, and empathy for differences of opinion and backgrounds. In an environment where they are known and cared for, students are expressive, inquisitive, and find joy in challenging academics.

www.greenwichacademy.org/academics

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Integral to the girls' experience are competitive athletics, which are built on the school's mission and values and "foster excellence and... develop sound character." Philosophically, the school finds a space on teams for all girls who learn that they should "win with humility and lose with dignity." Additionally, the girls have a full complement of PE classes and individual activities from which to choose.

www.greenwichacademy.org/athletics

Evident on the walls, in the dedicated spaces, in the theater and in the studios is the significant place that the arts have at GA. Across all grade levels, students have opportunities to dance, perform, paint, sing, and participate in a variety of ensembles, both choral and instrumental. Finding their voices, developing confidence, and working collaboratively is the objective for every girl in the program.

www.greenwichacademy.org/arts

Across the GA program, where "girls are center stage," and where, according to faculty, "we lean into the empowerment of women," there is also an emphasis on developing leadership, building character, and encouraging questioning. In advisory, assembly, and clubs and other

activities, there is time and emphasis for the development of meaningful relationships. All of this builds a community of care that extends well beyond students' years on the Greenwich campus.

The traditional foundation of the program is balanced by GA's desire that the school should meet the needs and interests of the girls before them. This future focus, fostered by the faculty's creativity and initiative, have resulted in a number of exceptional and inspiring signature programs. Use the link below to explore those remarkable opportunities for GA students:

www.greenwichacademy.org/academics/signature-programs/career-resource-center

GA is "not a complacent program" as evident in their "pioneering programs that...are innovative, experiential, and interdisciplinary." The emphasis on data analysis, technology and design led to the establishment of the school's Engineering and Design Lab. The space is equipped with high- and low-tech tools with which to "think." Students' understanding of math, design, science, computer science, and art concepts are enhanced through project-based work. The K-12 knowledge structure of the lab is democratic and in this environment students in the lower school build bird houses using design and digital fabrication machines like the laser and 3D printers. Middle schoolers create art using laser cutters and CNC machines, and those in the upper school build full-scale furniture.





Balancing the focus on today is the successful Career Resource Center (CRC), serving alumnae across all ages and stages. Using GA's network of professionals, the school's CRC provides career guidance and connections and networks that help students think about future employment and supports those who are reentering the workforce or seeking new arenas.

COORDINATE PROGRAM

For over fifty years, in grades 9-12 GA and Brunswick, the boys' school next door, have had a coordinate program, one that allows for students to have the advantage of a home community that is dedicated to them while also enjoying access to the benefits of a co-educational experience and an expansive curriculum, and to activities that capitalize on each school's strengths. By having the same calendar and daily schedule, students can select classes from a single catalog. This 100+ page document reads like a small college course

guide and includes the standard high school courses and literally dozens of others such as: Culinary Science, Engineering & Design, Race and Cinema in Modern Film, Abnormal Psych, and Arabic Beyond the Classroom. Coordinate activities include peer leadership, theatrical productions, athletic programs like crew and squash, and clubs like chess.

www.greenwichacademy.org/academics/coordination

At GA girls are known and at the center of all, the faculty are supported and encouraged, and in this community relationships reign supreme." Simply put, at GA people care about each other and the result is a palpable feeling of good will and joy. GA's culture leads to long tenure on faculty, to extraordinary retention of students from PK-12, and to engaged alumnae. All of this is captured in the words of one eighth grader who said, "this is a cool, safe place to concentrate on being your best self."





OPPORTUNITIES AND CHALLENGES

Working closely with the Board, administration, faculty, and staff, Greenwich Academy's next Head of School should be prepared to:

- Lead the commitment to balance high standards for academic excellence with attention to students' health and wellness.
- Inspire GA's genuine and demonstrated commitment to innovation and progress.
- Focus strategically on external market forces to ensure GA's premiere position among the area's educational options.
- Balance GA's transitions and progress in ways that honor the past and tradition while continuing to build a community that is welcoming and inclusive of all.
- Effectively and wisely lead GA's work toward its stated mission and values, including its commitment to diversity, equity, and inclusion.
- Work closely with Brunswick School to ensure that coordinate education continues to be mutually beneficial to each school's program and students.





THE IDEAL CANDIDATE

The next Head of School will likely have a record of successful leadership, including, but not limited to, many of the following professional skills and personal attributes:

- A mission-driven individual, seeking to uphold the values and purpose of the school.
- Palpable love and respect for students.
- A superb communicator in writing and speaking, with large and small groups, and in the development of individual relationships.
- Passion, and the ability to build programs and inspire and foster innovation.
- Respectful and supportive relationships with all constituencies, including faculty, staff, administrators, alumnae, and parents.
- Highly collaborative.
- Demonstrated capacity to attract and retain top-notch professional talent.
- Capacity and inclination to build consensus among varied and complex constituencies.
- Financial acumen.
- Operational management excellence.
- Ability and desire to be an enthusiastic fundraiser.
- High emotional intelligence.
- Serve as a deeply engaged presence on campus, and an enthusiastic supporter of the arts and athletics.
- Confidence to distribute leadership and responsibility, while also effectively holding others accountable for performance.
- The ability to make difficult decisions.
- Unquestioned integrity.
- Approachability and a sense of humor.

APPLICATION PROCESS

Greenwich Academy has retained the firm Resource Group 175 (RG175) to support its search for its next head of school. Required application materials include the following:

- Cover letter
- Resume
- Educational or Personal Philosophy Statement
- One Additional Writing Sample

If you wish to submit your application materials, please do so in PDF format at the Resource Group 175 website:

<https://rg175.com/candidate/signup>

DEADLINE TO APPLY: April 14, 2022

For inquiries or if you would like to nominate a candidate for this position, please contact one of the RG175 consultants working with Greenwich Academy:

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