



Head of School Position Statement

START DATE JULY 1, 2023

our mission & vision

MISSION

The Hill School prepares young people from across the country and around the world for college, careers, and life. Within a family school environment and a rigorous liberal arts curriculum, we challenge our young people to work hard; think and reason; be fulfilled; serve the common good; and be prepared to lead as citizens of the world, uniquely guided by our motto, “Whatsoever things are true.”

VISION

The Hill School will be globally renowned for infusing highly impactful authentic learning experiences into an expansive liberal arts curriculum that together enable our students to orchestrate positive change throughout their lives.

CORE TENETS

The Hill School is an exceptionally close learning community, a place where faculty and students treat each other as family – where teachers know and care for their students as individuals and students form lifelong friendships. *Purposefully smaller than most peer schools*, The Hill originally was known as The Family Boarding School, and today’s diverse students, parents, alumni, and visitors continue to cite Hill’s definitive feeling of family.

The Hill School’s reputation for academic excellence is based upon a challenging liberal arts curriculum, innovative teaching, and a highly qualified, dedicated faculty. Intellectual growth is cultivated through a noteworthy breadth of advanced and honors course offerings.

The Hill School provides meaningful, balanced structure in a supportive atmosphere where shared community expectations sharpen each student’s focus, promote personal responsibility, build self-confidence, and form the foundation for future achievement. Students’ leadership and time management skills are further developed through high-caliber extracurricular options.

The Hill School is proud of its history and traditions, unique 172-year-old threads that connect the quality of Hill’s past with the vigor and excellence of its future.



OVERVIEW

The Hill School, an independent, boarding/day school for grades 9 through 12 in Pottstown, Pennsylvania, has begun a search for its 12th Head of School. During the course of the last several years, the School has experienced exciting and unprecedented growth regarding enrollment and fundraising, despite the challenging times presented by the pandemic. Hill's campus has been transformed with completion and restoration of such major projects as the Shirley Quadrivium Center (state-of-the-art STEM facility) and our iconic Dining Hall and Alumni Chapel. The School is fully enrolled with record applications and historically low selectivity rates. Both The Hill Fund and capital giving through *The Strength of All* Campaign have achieved record levels. The Hill now seeks a Head of School who is a dynamic, thoughtful, and caring leader who will build upon this already strong foundation of success and shepherd The Hill through its implementation of new, innovative initiatives related to its Strategic Design Priorities: (1) Well-Being, Safety, and Character; (2) Authentic Teaching and Learning; (3) Faculty Learning Culture; (4) Partnerships; and (5) Institutional Sustainability.

Founded in 1851 as The Family Boarding School, The Hill has always strived to keep that close-knit sense of community and family as its guiding principle. The School's goal is to provide every student with an exceptional, inclusive learning experience that promotes truth as the foundation for intellectual, personal, and social growth while at Hill and beyond. This important work is carried out daily by highly qualified and dedicated faculty who choose Hill as their home and make a 24/7 commitment to their roles as teachers, coaches, advisers, and mentors. The Head of School will fully embrace the ideal of the *family boarding school* and embody the values of honesty, generosity, empathy, respectfulness, and kindness.

Hill history

The Hill School was originally founded as the Family Boarding School for Boys and Young Men in 1851 by the Reverend Matthew Meigs. The Family Boarding School (renamed The Hill School in 1874) was the first of its kind in America and enrolled 25 boys for the first year. In 1920, ownership of the School was transferred from the founding Meigs family to a Board of Trustees elected by the Alumni Association, marking the beginning of a new era of alumni loyalty and service.

The Hill remained an all-boys school until the fall of 1998, when under the leadership of then Headmaster David R. Dougherty, the School's 10th headmaster, welcomed its first 89 young women into the School community. Under Mr. Dougherty's 19-year tenure, The Hill held its first capital campaign (1998-2003), *Mighty Visions*, which raised more than \$85 million and saw the construction of new academic, residential, and athletics facilities.

Over the course of the last 10 years, under the leadership of 11th Head of School Zachary G. Lehman, the School has benefitted from significant re-examination and enhancements to Hill's academic, residential, and co-curricular programs and has made substantial campus-wide technology updates.

To fulfill the goals set forth in both the adopted Strategic and Campus Master Plans, in 2014, the School launched *The Strength of All* Campaign, a comprehensive fundraising campaign. To date, a historic \$168 million has been raised supporting initiatives such as an extensive renovation of the iconic Dining Hall; construction of a state-of-the-art STEM facility called the Shirley Quadrivium Center; expansion of faculty housing; development of athletics facilities; a strengthened relationship with Pottstown through Hobart's Run; completion of extensive campus infrastructure and landscaping projects; and increased faculty compensation and financial aid.

Coupled with the record fundraising, the School has achieved record enrollment for the last several years while also successfully navigating the ongoing Covid pandemic.

governance

The Hill School is governed by a Board of Trustees which consists of up to 28 elected Hill alumni and parents. Each Board member serves a defined term of three to five years. The Board provides financial oversight of the School and works in close partnership with the Head of School and Senior Leadership Team to ensure academic excellence and the safety and well-being of the students and employees in their charge. The Board meets three times per year to review the School's financial stability, policies and procedures, student welfare, and opportunities for progress. James L. Alexandre '75 was appointed Board Chair in July 2021 and Michael W. Harris '84 P'22 was appointed Vice Chair in June 2022.

faculty & staff

COMMUNITY

As an equal opportunity employer, The Hill School hires without consideration to race, religion, creed, color, national origin, age, gender, sexual orientation, marital status, veteran status, or disability. Currently, the School employs 260 individuals, including both teaching and non-teaching faculty and administrative and non-administrative staff.

The foundation of an exceptional Hill educational experience begins with strong, positive, and encouraging relationships between students and their teachers. Hill faculty are dedicated to the academic, social, and emotional growth of every student.

65

FULL-TIME TEACHING
FACULTY MEMBERS

9

AVERAGE YEARS OF HILL
FACULTY TENURE

20

EMPLOYEES WHO ARE
HILL ALUMNI



61

**H-TERM
COURSES OFFERED**

Signature Programs

The breadth and depth of Hill's curriculum are unmatched. Here are just a few of the School's Signature Programs. These programs provide opportunities for students to rethink problems and shift perspectives in order to discover new solutions in a more collaborative environment.

QUADRIVIUM SCHOLARS

Select students conduct either one or two years of independent research in partnership with Harvard Medical School's Martinos Center for Biomedical Imaging. The program culminates with entry into the Regeneron Science Talent Search, the defense of a professional-caliber research poster, and mock NIH Grant Proposal, and possible publication in a peer-reviewed journal.

SOCIAL ENTERPRISE & ENTREPRENEURSHIP

The Hill's Entrepreneurship and Social Enterprise course is the realized vision of Mike Vaughan, Hill School class of 1993, former COO of Venmo and lifelong entrepreneur. Alumni representing the various components of entrepreneurship, including marketing, finance, management, business plans, and global markets return to campus to share their personal journeys and experiences with students.

ENGINEERING

Engineering and Design at The Hill is a progressive, multi-year program that not only advances students' engineering knowledge and engineering practices, but also allows them to experience engineering as a multidisciplinary field. Over time they develop engineering identity and habits of mind and get to see themselves as someone capable and competent of being an engineer and a designer of the 21st century.

H-TERM

H-Term is Hill's distinctive, experiential, and interdisciplinary mini-term held between the Thanksgiving and winter holiday breaks during which students can explore non-traditional courses that offer more opportunities for collaboration and creative learning, as well as off-campus internships and independent study projects.

EUDEMONIA

This program emphasizes a student's overall well-being. Its intention is to bolster resiliency, decision-making skills, executive functioning skills, and preparedness for the stress of a teen's social and emotional life. The course incorporates key characteristics research has identified in programs found to be effective in changing health and risk behaviors.

STRATEGIC WORLD LANGUAGES

The Hill School is one of a few select boarding schools in the U.S. to offer two full-program critical-need languages (Arabic and Chinese), which are designated as languages currently in very high demand for business and national security fields.

7:1

**STUDENT
TO TEACHER RATIO**

11

**AVERAGE CLASS
SIZE OF STUDENTS**

142

**NUMBER OF
COURSES OFFERED**

co-curricular, health wellness

DISCOVER

The Hill School firmly believes that education continues outside the classroom. The afternoon activity requirement involving athletics, arts, or community service is considered co-curricular rather than extracurricular. Working with teammates or friends towards a win, an excellent performance or exhibition, or in service to others provides unparalleled learning experiences and character development.

31

SPORTS TEAMS

45

AFTERNOON ACTIVITIES

16

ARTS PERFORMANCES

ATHLETICS

The Hill School's athletics program creates opportunities for student-athletes to compete at the highest level of independent school sports. The School is committed to providing an experience that develops character, emphasizes teamwork, and encourages healthy lifelong habits.

AFTERNOON ARTS

Afternoon Arts is a special program for dedicated and skilled arts students. Students who demonstrate excellence and discipline in Music, Recording Studio, Visual Art, Theatre, and Theatre Tech may participate in one or more terms after they have been accepted into a specific area.

SERVICE OPPORTUNITIES

Students may choose to spend up to two terms each year in daily afternoon service activities. Service is considered an integral part of the way students live in a decent and caring community, and involvement in service is one the School's highest priorities.



THE HILL SCHOOL MAINTAINS A 200-ACRE CAMPUS AND CONTINUES TO INVEST IN NEW FACILITIES.

During the past 10 years the School added the Shirley Quadrivium Center, which houses the School's science, math, technology, and engineering classrooms, and a media studio; 11 new faculty homes in the East Campus Faculty Village; Wells-Davidson '16 Soccer Pitch; and a state-of-the art athletics complex at the Far Fields, which includes two new turf fields, an eight-lane track, new dugouts at the varsity softball diamond, and the Lehrman '56 Pavilion.

Existing structures that were recently renovated include the Dining Hall; Alumni Chapel; McNally Family Room and John P. Ryan Library; David H. Mercer Field House; Upper School and Wendell Dormitories; Davy Hall; The Sherrill Guest House; the Levis '45 * Alexandre '75 Center for the Humanities; and numerous faculty residences. The former Business Office space was renovated in 2020 to accommodate our Counseling Center with five private offices and a common area for students.

FACILITIES



fundraising

*The Hill School has witnessed **record-breaking** fundraising metrics over the last decade.*

PHILANTHROPY

Now in its final phase, *The Strength of All* Campaign has yielded in excess of

\$168 Million
and will close in June 2023.

This year's signature projects include a new residence hall, renovations to Meigs House (Admission Office) and the tennis pavilion, Chapel expansion, and additional support for student aid.

The Hill Fund crossed the

\$5 Million
mark in the June 2022 and has an aspirational goal of **\$5.5 Million** in FY23.

admission & college counseling

The Hill School currently enrolls 545 students from 29 states and 25 countries. For the 2022-23 academic year, 32 percent of current students receive need-based financial aid and 43 percent of Hill students are students of color. Approximately 27 percent of Hill students are part of a Hill family legacy. The Hill seeks to enroll bright, motivated, and promising students from all regions and of all backgrounds. The School's goal is to provide every student with an exceptional, inclusive learning experience that promotes truth as the foundation for intellectual, personal, and social growth while at Hill and beyond.

The college search and application process is a vital piece of the educational experience offered to each student at The Hill School. The College Counseling Office partners with students to navigate the college process in a way that is best suited to each student's individual abilities and talents. Embracing the School's mission of preparing students for "college, careers, and life," the college search serves as an exploration of each student's sense of self, interests and talents, ambitions, and long-term aspirations.

Counselors help students base their college decision upon self-knowledge, careful research, and critical assessment of the personal values inherent in their unique situation. Through this approach, the college search process points toward a fascinating journey of discovery and opportunity. Counselors are committed to helping each student find the college or university best suited to the student's aspirations, needs, and abilities. While the college process begins with academic and social exploration during third and fourth form years, the most carefully supported preparations occur during fifth and sixth form years.

STUDENT BODY

77:23 545 29|25

BOARDING TO
DAY STUDENT RATIO

STUDENTS
*from grades 9-12 (third form to sixth form)
and post graduate*

STUDENT
STATES | COUNTRIES



TRADITIONS

DRESS CODE

The Hill maintains a formal dress code that requires students to wear blazers throughout the academic day.

HILL VS. L'VILLE

The Hill School and the Lawrenceville School in New Jersey maintain the fifth-oldest high school sports rivalry in the U.S., dating back to 1887. In the week leading up to the games generally held the first Saturday of November, The Hill holds a Hill vs. Lawrenceville Spirit Week that culminates with a pep rally and bonfire.

SIXTH FORM COFFEE

Held after seated dinner in the fall and spring terms, the tradition sees sixth formers and faculty members enjoying coffee, tea, and other refreshments.

CHAPEL TALKS


Students attend nondenominational Chapel services twice a week. This is a time for the entire community to get together and reflect on others' insights and life-affecting experiences.

SEATED MEALS

During lunch Monday through Friday and one night a week during the fall and spring terms, the entire school community gathers in the Dining Room for a family-style seated meal.

DELL JUMP

Following Commencement, most of the new graduates jump in the Dell, the on-campus pond, as a way of officially marking their graduation from The Hill and sharing one final bonding experience with their classmates.



THE HILL SCHOOL
HAS PROUDLY SERVED THE
POTTSTOWN COMMUNITY
SINCE THE SCHOOL'S
FOUNDING IN

1851

The Town

The Hill School's 200-acre campus is nestled in Pottstown, a Pennsylvania suburb rich in history and culture. It offers a variety of opportunities for dining, entertainment, shopping, and recreation.

Hill's location also allows opportunities to engage in meaningful community service in the local area. Through Hobart's Run, a collaborative neighborhood improvement initiative, the School works to create a clean, safe, and inclusive community; strengthen Pottstown residential development; and generate positive, sustainable commercial and retail development.



Flight times to Philadelphia

L.A. to PHL - 5.5 hours
Chicago to PHL - 1.5 hours
Dallas to PHL - 3.5 hours
New York to PHL - 1 hour
Atlanta to PHL - 2 hours



a school near everywhere

Hill's convenient location, one hour from Philadelphia and two hours from New York City and Baltimore, Maryland, provides students and employees with unlimited cultural possibilities for classroom learning experiences and weekend activities.

Popular Day Trips

20
minutes



State park biking,
camping, hiking

1-2
hours



Philadelphia,
NYC, Baltimore

2
hours



East Coast
Beaches

1.5
hours



Pocono
Mountains

challenges & opportunities

The next Head of School should be prepared to collaborate with a forward-thinking Board of Trustees, an experienced administrative team, dedicated employees, and talented students to honor and fulfill The Hill School's historical mission and secure its future by boldly embracing the following challenges and opportunities.

- Preserve the “family boarding school” ideal by honoring the School's traditions i.e., chapel talks, seated meals, and a dress code, and re-establishing a post-pandemic sense of community grounded in genuine relationships and in a spirit of trust and inclusivity;
- Attract and retain enthusiastic and engaged faculty and staff members who are committed to boarding school life by applying both traditional and creative recruitment practices, working collaboratively with the leadership team and department chairs, and creating a supportive learning culture full of purpose and joy;
- Champion a culture of academic excellence and bolster the School's strong liberal arts curriculum by enhancing signature programs and initiating new partnerships to expand opportunities for real-world learning experiences, including meaningful travel, the community of Pottstown, and the world beyond;
- Continue the record-breaking pace in fundraising over the last decade by partnering with the Board of Trustees and the Office of Institutional Giving to increase the endowment, to address ongoing capital projects, and to maintain annual philanthropic support through The Hill Fund;
- Partner with the Admission Office to seek out bright, motivated, and promising students from all regions and of all backgrounds and enroll these students regardless of their financial position by making Hill affordable for families across a range of income levels;
- Foster a safe, warm, and welcoming community where everyone feels a sense of belonging. In partnership with all members of the School community, advance Hill's ongoing commitment to being increasingly more diverse, equitable, and inclusive;
- Execute the School's master campus plan and, more specifically, its vision for establishing a renowned residential life program for students and faculty by building a new dormitory, renovating existing dormitories and faculty housing, and planning for the ongoing deferred maintenance of both;
- Allocate appropriate resources, staffing, and time necessary to prioritize and balance the health and well-being of all members of our community, especially students and faculty who live, learn, and work in a demanding environment.
- Solidify Pottstown as an asset by forging relationships and expanding partnerships, investing resources strategically, creating additional place-based learning experiences for students, and increase support for our neighborhood initiative, Hobart's Run;
- Reinforce the “family boarding school” ideal beyond graduation by strengthening Hill ties between graduates and the School, building upon a robust alumni engagement plan, especially for young alumni.

key qualifications & qualities

The successful candidate to be Head of School at The Hill will be a mission- and values-driven leader, with a proven track record and who embodies and demonstrates most, if not all, of the following skills, qualities, characteristics, and experiences:

- Experienced, inspirational, and visionary servant leader in education with an appreciation for boarding school culture and the unique traditions at The Hill and one who embodies the values of honesty, generosity, empathy, respectfulness, and kindness reflected in the School's motto, "Whatsoever things are true;"
- Innovative, entrepreneurial spirit with keen financial acumen and the drive to raise the significant funds necessary to maintain the School's momentum;
- Community builder who values creating and maintaining meaningful relationships both internally with employees and students, and externally with parents, alumni, and the local community;
- Open-minded, active listener who possesses warmth, humility, compassion, and a sense of humor;
- Teacher at heart, one who appreciates the art of teaching in every venue and every level and engages in lively intellectual pursuits as part of their professional life;
- Practice effective distributed leadership principles by organizing and motivating teams of competent and diverse people, empowering them to utilize their talents and expertise to bring projects and processes to completion;
- Ability to build a collaborative, thoughtful decision-making process in which members of the community feel heard and appreciated and has the best interest of the School at its forefront;
- Superb communicator in relationship to others, in presenting in front of groups large and small, and in writing;
- An advanced degree(s).

How to Apply:

The Hill School retained the firm Resource Group 175 (RG 175) to support its search for a new Head of School. If you wish to submit your application, please do so at: <https://rg175.com/candidates/signup>.

Your application should include:

- Letter of Interest (cover letter)
- Resume or CV
- Personal Statement (educational or leadership philosophy)
- Name of four current references and contact information (optional)

The **deadline** for receipt of full application materials is **October 28, 2022**.

Please note that The Hill School search committee intends to interview semi-finalist candidates on Saturday, November 12 and Sunday, November 13 in Philadelphia, Pa. Finalist candidates will be invited to visit The Hill School in early December. Please plan accordingly.

For any questions or further information about the position, please contact:

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