



**Position Statement
Head of Advancement**

Francis Parker School

**San Diego, California
Start Date: July 1, 2026**





The Opportunity

Since its founding in 1912, Francis Parker School has stood as one of San Diego’s most respected independent schools, known for its academic excellence, civic-minded student body, and deep commitment to nurturing character and leadership. With campuses in Mission Hills and Linda Vista serving students from Junior Kindergarten through Grade 12, Parker offers a dynamic, coeducational day school experience rooted in the progressive ideals of its namesake, Colonel Francis W. Parker, often referred to as the “father of progressive education.” Today, the school serves more than 1,325 students and continues to evolve in thoughtful and ambitious ways under the leadership of Head of School Kevin Yaley.

As Parker prepares to embark on its next chapter—shaped by an enduring commitment to excellence and a ‘students first’ perspective—the school seeks a seasoned and mission-aligned leader to serve as its next Head of Advancement. This is a unique opportunity for a collaborative, strategic, and experienced advancement professional to help shape the future of one of Southern California’s premier independent schools.

The Head of Advancement will lead and elevate a comprehensive development program encompassing

major and planned giving, annual giving, campaigns, alumni and parent engagement, and stewardship. This role calls for a sophisticated and relational fundraiser who can deepen a culture of philanthropy, expand Parker’s base of support, and align advancement strategies with the school’s long-term vision and priorities.

A key focus of this role will be designing and executing a forward-looking fundraising strategy that sustains and builds upon Parker’s strong philanthropic foundation following the successful completion of the Parker Forward campaign. The successful candidate will bring demonstrated success in securing transformational gifts, partnering closely with Heads of School and Trustees, and building high-performing advancement teams and systems.

The Head of Advancement will serve as a trusted partner to the Head of School and an active collaborator with the Board of Trustees, senior leadership, faculty, alumni, parents, and friends of the school. Through thoughtful engagement and compelling storytelling, this leader will strengthen relationships across Parker’s community and ensure the resources necessary to support programmatic excellence, access, and innovation.

This is a compelling moment to join Francis Parker School. With a storied past and a future defined by possibility, the school is poised for an ambitious era of growth and impact. The next Head of Advancement will play a critical role in realizing that vision.

Mission, Vision, Values, and Commitment to Diversity, Equity, Inclusion and Belonging

Mission: Francis Parker School’s mission is to create and inspire a diverse community of independent thinkers whose academic excellence, global perspective, and strength of character prepare them to make a meaningful difference in the world.

Vision: To be a recognized leader in independent school education, known for its commitment to developing intellectually curious, ethically grounded, and socially responsible individuals.

Values: Parker students and adults are united by a shared commitment to:

- Students First
- Academic Excellence
- Global Perspective
- Strength of Character
- Inclusive Community
- No Limit to Better
- Lifelong Learning

Learn more about each of these values [here](#).

Commitment to Diversity, Equity, Inclusion, and Belonging: As a cornerstone of Parker’s mission, DEIB is essential to the school’s identity and future. The school maintains a dedicated Office of Diversity, Equity, Inclusion, and Belonging, which works in partnership with faculty, students, families, and trustees to ensure DEIB principles are reflected in all aspects of school life—from curriculum design and hiring to student support and alumni engagement.

Through affinity groups, student-led initiatives, inclusive pedagogies, and professional learning for adults, Parker cultivates a community in which everyone feels welcome and respected, and where differences are not only acknowledged but celebrated. One parent shared that, through programming and experiences at the school, “Parker grew me.”



History

Founded in 1912 by Clara Sturges Johnson and William Templeton Johnson, Francis Parker School has been a defining presence in San Diego's educational landscape for over a century. Inspired by the philosophy of Colonel Francis W. Parker—often considered the father of progressive education—the Johnsons envisioned a school where children could develop their intellect and character in equal measure. What began with just a handful of students in a cottage in Mission Hills has since grown into one of California's most respected independent day schools, serving over 1,300 students across two campuses.

Throughout its history, Parker has remained deeply committed to academic excellence, innovation, and ethical leadership. The school was one of the earliest in the region to embrace a holistic approach to education, one that nurtures curiosity, creativity, and a sense of responsibility to others. Parker became coeducational in the 1970s and has continued to expand its curriculum and facilities to meet the needs of a dynamic and diverse student body.

Generations of Parker graduates have gone on to lead lives of purpose, achievement, and service in San Diego and beyond. Today, Francis Parker School remains a beacon of progressive, student-centered education in Southern California, with a mission firmly rooted in the belief that young people flourish when intellect, character, and community are nurtured in concert.



The Program

Francis Parker School provides a balanced and rigorous academic program designed to inspire curiosity, cultivate creativity, and build strong moral character. From Junior Kindergarten through Grade 12, Parker students benefit from an integrated educational journey that prioritizes academic achievement, ethical growth, and personal well-being.

With an ethos of “education for a life of purpose,” Parker emphasizes hands-on learning, community engagement, and global citizenship. At every grade level, students are encouraged to explore real-world problems, consider diverse perspectives, and take responsibility for their learning. The school's faculty and staff—deeply committed educators and professionals—work collaboratively to ensure that each student is known, challenged, and supported throughout their educational experience. It is the qualities that Parker seeks to instill in its graduates that illuminate the program's intent and impact best:

- STRIVE for academic excellence while maintaining social and emotional well-being and balance;
- PARTICIPATE in the fundamental human conversation on what is right, fair, and good by developing the necessary skills, aptitude, and imagination;
- THINK critically, write persuasively, and communicate confidently;
- GROW familiar with the cultural, political, historical, scientific, ethical, and economic forces shaping their world;
- POSSESS the tools necessary to realize their individual talents and potential in their academic and professional lives; and
- EMBRACE the larger world through meaningful, age-appropriate opportunities for experiential education.



Fast Facts

- **Founded:** 1912
- **Location:** San Diego, California
- **Type:** Independent, coeducational day school
- **Grades:** Junior Kindergarten–12
- **Enrollment:** 1,322 students representing 70+ zip codes across San Diego County
- **Student-Faculty Ratio:** 9:1
- **Student Diversity:** 48%
- **Financial Aid:** \$7,000,000 awarded annually, 25% of students on aid

Kevin received bachelor's and master's degrees from the University of Notre Dame, an additional master's degree from San Diego State University, and his doctorate in Leadership Studies from the University of San Diego. He recently received his executive coaching and leadership (IECL) certification. Kevin is the proud parent of three Parker graduates—Solia '13, Indiana, '16, and Ansel '17.

Board of Trustees

Francis Parker is governed by a Board of Trustees consisting of 25 members with diverse backgrounds in finance, real estate, law, communications, and more. The Board collaborates with the school's administration to develop policies and make essential decisions guiding the institution's mission and strategic direction. The Board is chaired by Graeme Gabriel, Member of the Board of ColRich, a family owned, San Diego based residential real estate development and investment company. Graeme served as the company's President and Chief Operating Officer from 2001 to 2016. He and his wife have two Parker graduates, Naomi '24, Julia '25, a current student, Aidan '28.

Head of School and Board of Trustees

Head of School

A visionary and seasoned independent school leader, Kevin Yaley, Ph.D., has served as Head of Francis Parker School since 2010, although he held various leadership and teaching positions since joining the school in 2001. Prior to his tenure at Parker, he taught history, ethics, and philosophy for a decade at the University of San Diego High School. He also coached cross country, track and field, and soccer. An active member of the independent school community, Kevin has chaired four California Association of Independent Schools (CAIS) accreditation visits. He was a fellow of the National Association of Independent Schools (NAIS) Edward E. Ford Fellowship for Aspiring Heads and was awarded a fellowship to the Klingenstein Center for Independent School Leadership's Heads of Schools Program at Teachers College, Columbia University. He also served on the CAIS Board of Standards from 2008 to 2016. Recently, he was recognized by the Council for Advancement and Support of Education (CASE)'s District VII with the CEO Leadership Award.



Living in San Diego

Set against the backdrop of the Pacific Ocean and bathed in year-round sunshine, San Diego offers a lifestyle that is both relaxed and fulfilling. As California's second-largest city and one of the nation's most livable urban areas, San Diego blends natural beauty, cultural vibrancy, and a strong sense of community. From the coastal cliffs of La Jolla and the beaches of Coronado to the artistic energy of Balboa Park and the historic charm of Old Town, the region offers an abundance of experiences for individuals and families alike.

San Diego is also a center of innovation, home to top-tier research institutions, universities, and a fast-growing biotech and technology sector. Leading employers include UC San Diego, Scripps Research, Qualcomm, and the U.S. Navy, along with a network of nonprofits and creative enterprises. The city's diverse economy and strong educational infrastructure make it an ideal place for professional opportunity and growth.

For those who love the outdoors, San Diego is unparalleled. Surfing, hiking, biking, and kayaking are all within reach, and residents enjoy easy access to dozens of beaches, state parks, and trails. Families benefit from excellent public amenities, a strong local food scene—including farmers markets in nearly every neighborhood—and cultural offerings that range from world-class theater to dynamic street art.



Opportunities and Challenges for the Head of School Advancement

Francis Parker School enjoys a strong reputation in the San Diego community, reflected by a healthy applicant pool and very low attrition rate. A proudly progressive school, the Parker Leadership Team is highly functional, collegial, and collaborative. Recent strategic additions to the Upper School Campus at Linda Vista include an expansion of the Student Center, built in 2019, a new state-of-the-art Gymnasium, Field House expansion, and a stunning outdoor aquatic center. All of this was made possible through the generous support of the Parker Community as part of the Parker Forward \$40 million campaign, a 20-year campus development initiative, which successfully concluded at the end of the 2024 school year. Learn more about the transformative impact of this effort here.

With an annual budget of \$62 million, cash reserves of \$15 million, and an endowment value of \$53 million, Parker's financial position is strong, enabling the school to offer a wide array of programs for students to discover and pursue their passions. For deserving students who contribute to—and flourish in—the Parker community regardless of income, the school provides over \$7 million annually in support, which often includes assistance for expenses beyond tuition. Today, over 25% of Parker students receive financial aid.

As Parker continues to advance their mission, five themes outlined in their strategic direction guide their progress:

1. **One Parker:** Parker's commitment to creating and inspiring a healthy, collaborative culture, aligning Parker's curriculum, programs, and practices.
2. **Healthy Minds, Healthy Bodies:** A strengthening of support for the physical, mental, and emotional well-being of Parker students, faculty, and staff.
3. **The Needs of Society:** Answering the charge to actualize Parker's public purpose by developing meaningful partnerships and sharing knowledge with their local communities.



4. **Lancers for Equity and Justice:** Advancing diversity, equity, inclusion, and belonging (DEIB) through deliberate and holistic efforts.
5. **Future Forward:** Parker’s commitment to the research and design of institutional systems, processes, and plans that ensure Parker’s sustainability as a leading educational institution.

Francis Parker School seeks a Head of Advancement who is, above all, a compelling architect of relationships and a steward of institutional possibility. This leader will bring both strategic acuity and emotional intelligence to the work—someone who understands that exceptional fundraising is grounded not only in discipline and execution, but in trust, authenticity, and shared purpose.

The successful candidate will be an accomplished advancement professional with a record of securing significant philanthropic investment and building enduring donor partnerships. Equally important, they will be a thoughtful institutional leader—one who listens deeply, acts with intention, and brings clarity and momentum to complex, mission-driven work.

Parker will be best served by a leader who is:

- **A builder of culture and community.** You believe that philanthropy is a collective endeavor—one that reflects pride, connection, and shared responsibility. You are skilled at engaging trustees, alumni, parents, and faculty in meaningful ways, and you take genuine satisfaction in helping others see themselves in the life and future of the institution.
- **A strategist with a long view.** You are energized by the opportunity to build on a strong foundation and shape what comes next. You bring experience designing and executing multi-year advancement strategies, aligning resources with institutional priorities, and preparing organizations for ambitious future campaigns.
- **A partner to leadership and the Board.** You are comfortable operating at the highest levels of an organization, advising and collaborating with a Head of School and trustees. You bring sound judgment, discretion, and the ability to translate vision into clear philanthropic opportunities that inspire investment.
- **A disciplined and courageous fundraiser.** You are both relational and results-oriented—someone who embraces the full lifecycle of fundraising, from discovery to solicitation to stewardship. You are confident in asking for transformative gifts and bring creativity and persistence to your work.
- **An organizational leader and talent developer.** You build strong, accountable teams and invest in their growth. You create clarity around goals, celebrate success, and foster a culture of high expectations and mutual respect. You understand that excellent systems and thoughtful processes enable great outcomes.
- **A communicator of purpose and impact.** You have the ability to translate Parker’s mission and aspirations into compelling



narratives that resonate with a wide range of audiences. You understand how to connect values to vision—and vision to opportunity.

- **A values-driven leader.** You are drawn to Parker’s commitment to “students first,” to its emphasis on character and community, and to its deep investment in diversity, equity, inclusion, and belonging. You lead with integrity, humility, and a genuine respect for others.

Principally, the next Head of Advancement will be someone who recognizes the rare alignment of mission, momentum, and opportunity at Francis Parker School—and who is inspired to help write its next chapter.

Key Responsibilities

Leadership and Governance

- Serve as a key member of the Parker Leadership Team, contributing to institutional strategy, culture, and policy- and decision-making.
- Lead and inspire a cohesive Advancement team, fostering a collaborative, goal-oriented, and high-performance culture.
- Partner closely with the Head of School and Board of Trustees to advance fundraising priorities and institutional goals.
- Participate in meetings of the Board of Trustees and staff and support relevant board committees, ensuring effective engagement and governance.
- Represent the school at events, conferences, and community functions, enhancing its profile and fostering relationships with key stakeholders.
- Serve as a visible and compelling ambassador for the school to current and prospective donors, alumni, and community stakeholders.
- Remain abreast of industry standards and innovation through a commitment to ongoing learning; represent the school within local and national professional development.

Fundraising and Advancement Strategy

- Lead the design, implementation, and oversight of a comprehensive fundraising strategy that aligns with the school’s mission, values, and strategic priorities.
- Provide visionary leadership for all advancement functions, including major gifts, annual giving, comprehensive campaigns, planned giving, donor stewardship, and alumni engagement.



- Partner with the Head of School and Board of Trustees to identify, cultivate, and solicit, and steward high-capacity donors and strategic philanthropic partnerships.
- Strengthen and systematize advancement operations, including prospect management, gift processing, reporting, and donor communications.
- Establish and maintain the necessary volunteer programs and committees to enhance and maximize fundraising initiatives and foster donor engagement.
- Envision and implement a compelling alumni engagement strategy that fosters lifelong connection and investment in Parker

Leadership, Personal Qualities and Necessary Qualifications

Professional Experience & Skills

- A minimum of 10 years of progressively responsible leadership experience in advancement or development, ideally within an independent school, higher education, or nonprofit setting;
- Demonstrated success in securing major and principal gifts and leading successful campaigns;
- Experience partnering closely with Heads of School, Boards, and senior leadership;
- Exceptional leadership and team-building skills, with the ability to inspire, mentor, and manage high-performing advancement teams;
- Superior communication and relationship-building skills with the ability to articulate institutional values and priorities across diverse constituencies;

Strategic and Organizational Abilities

- Strategic thinker with the ability to align advancement with broader institutional goals and objectives;
- Strong organizational and project management skills, with a keen attention to detail and ability to manage multiple initiatives simultaneously;
- Analytical mindset with comfort using data to inform decision-making and assess performance.

Personal Attributes

- A collaborative and collegial leadership style rooted in integrity, empathy, and discretion;
- Enthusiastic champion of the school's mission, values, and community;
- High emotional intelligence, including self-awareness, self-management, and social awareness; cultural competency, and a deep commitment to diversity, equity, and inclusion;
- Superior talent for identifying, selecting, retaining and inspiring outstanding advancement professionals—supporting, guiding and championing their growth;
- Professionalism and discretion; ability to maintain confidentiality;
- Ability to navigate the complexities and ambiguities of leading and inspiring others in a complex, deeply invested community;

- Motivated, flexible, problem-solver, and commitment to innovation;
- Comfort and proficiency with inspirational and informative presentation-making;
- Growth mindset and ability to seek and utilize data to inform decision-making; implementing strategies to enhance external relations' efforts;
- Project management and budgeting skills;
- Warm, energetic, and confident presence; comfortable serving as a public ambassador for the school.

Education

- Bachelor's degree required; advanced degree in a relevant field (e.g., education, nonprofit management, business, communications) strongly preferred.

For the Candidate

Work Environment & Complexity

Duties and tasks in this position are varied and complex. The position works on whole problems or projects. This position directs projects and the challenges are resolved with complex and precedent setting solutions. This position requires a high degree of collaboration. This position operates in a professional school environment. The functions of this position are performed in a typical office environment with no known hazards.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position, such as the ability to see, hear, speak and understand English and use a computer. This position is active and requires standing and walking, including stairs.

Travel

Occasional overnight travel will be expected in this position. A valid driver's license is required.



For Candidates

In addition to a competitive salary, Parker also offers a strong benefits package for employees.

- This position statement is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Other duties, responsibilities and activities may change or be assigned at any time with or without notice.
- Parker considers all qualified applicants for employment and does not discriminate on the basis of race, color, religion, identity, national origin, ancestry, age, sexual orientation, gender identity, and gender expression, or any other characteristic protected by law. The school is committed to having a faculty, staff and student body that reflect the diversity of the San Diego Area. Parker strongly encourages those with a demonstrated dedication to collaboration, innovation and student-centered education to apply. The school also encourages BIPOC candidates to apply.
- Prior to submitting your resume for this position, please read it for accuracy. RG175 verifies academic credentials for its candidates and conducts a thorough review of candidates' social media presence. Parker will conduct thorough background checks prior to finalizing an offer.

Salary Range: \$250,000 or higher, commensurate with experience.



To Apply

If the possibilities in this opportunity excite you, please apply online at the RG175 website:
<https://rg175.com/candidate/signup>

The application should include:

- Letter of interest
- Resume or CV

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

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