Thomas E. McManus

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EMPLOYMENT HISTORY:

Head of School **July 2020 to Present**
Montgomery School **Chester Springs, PA**
A coeducational day school on a 60 acre campus, enrolling over 300 students, PK-8. Oversee all aspects of the school's daily operations and strategy. With the executive committee, lead the board to ensure the long-term financial health of the school. Steer board committee agendas and strategic priorities, including the formation of Innovation and Diversity task forces. Direct advancement, finance, and operations teams. Lead program development with the academic heads. Guide and supervise the school administration team made up of ten directors.
Specific Accomplishments include:

- Increased enrollment by over 30% in five years and reversed decades long budget deficits while lowering the discount rate and opening new programs.
- Conceptualized and led a design-build of Montgomery's innovation center and performance hub, raising necessary funding in a fourteen month period.
- Through strategic partnership, acquired a new Preschool program which doubled in size over two years.
- Developed and launched multi-year "Future Ready" Strategic Framework with focuses on teacher growth and retention, alumni connections, environmental sustainability, and endowment fundraising.
- Led pilot team for Responsible Artificial Intelligence in Learning MSA endorsement.
- Realigned school systems to support physical and mental health during COVID and beyond.

Head of Mission, CEO **July 2018 to June 2020**
Revolution School **Philadelphia, PA**
A concept to practice, progressive high school which opened with 15 first year students in 2019. Led as inaugural CEO, promoting mission-driven partnerships with local and national organizations across sectors. Ensured the organization's people, finances, and brand remained aligned to mission. Oversaw the day-to-day operations of the school, building policies and practices to support growth. Hired and mentored founding teachers and staff, including first Head of School.
Specific Accomplishments include:

- Authored school by-laws, board policies, and inaugural strategic framework. Recruited founding Board of Trustees, convened board meetings during start-up phase.
- Stewarded over 2.5 M in initial philanthropy, overseeing brand development and cultivating donors.
- Secured corporate identity including 501c3 status, state licensing, banking relationships, and credit status. Created the financial assistance, payroll, and benefits programs.
- During COVID transitions, also served school director duties, created curriculum for state approval, taught and advised students through transition to virtual learning.

High School Principal **July 2012 to June 2018**
Mid-Pacific Institute **Honolulu, HI**
An International Baccalaureate (IB) World School enrolling over 1450, with 840 day, local and homestay High School students. Co-led PS-12 curricular development, professional learning, and mixed-age student presentations. Directly supervised over 75 full-time HS faculty and staff. Oversaw Athletic Director, School of the Arts Director, two Assistant Principals, and counseling staff. Served on the senior administration committee, contributing to cross-school facilities, financial, and strategic planning.
Specific Accomplishments include:

- Designed portfolio faculty evaluation and school-wide faculty induction program.
- Administrated "Kupu Hou Academy," summer teacher workshop on project-based learning, "Deeper Learning," and curricular renewal.
- Developed educational partnerships in historic preservation and technology with the University of Hawai'i, East-West Center, and 'Iolani Palace.
- Founding member of the Hawaii Independent School Diversity and Inclusion Network.

Head of Upper School **July 2009 to June 2012**
St. Paul's School **Brooklandville, MD**
All boys Episcopal K-12 IB Day School enrolling 750 students, 320 in Upper School. Supervised and evaluated 43 teachers and staff. Oversaw division admissions, discipline and honor council processes. Collaborated on teaching and care of both boys and girls with St. Paul's School for Girl's, coordinating classes and activities. Served on the school management team and head's council. Taught IB English to 11th grade students.
Specific Accomplishments include:

- Created and co-chaired Diversity Committee in the Upper School, raising the profile of DEI conversations and fostering greater faculty buy-in for multicultural education efforts.
- Developed a collaborative leadership model including Dean of Students, Dean of Faculty, Dean of Academics, Director of Studies, School Counselor, and Chaplain.
- Promoted "freshman initiatives" to ensure academic skill acquisition in grade 9.
- Implemented the Independent School Health Check (ISHC) survey to create a data- driven health and wellness program.
- Maintained or supported creation of partner school relationships in Germany, Japan, Spain, and Hawaii.

Director of Studies, Director of College Counseling **July 2000 to June 2009**
The Tatnall School **Wilmington, DE**
Coeducational K-12 Day School enrolling 730 students, 260 in the Upper School. Created "Professional Learning Communities" program. Devised and implemented the Upper School Academic timetable, including College Board Advanced Placement Program. Advised all students on course selection and post-secondary options. Created and maintained relationships with college admissions personnel. Taught English courses. Directed the annual musical.

College Advisor, Teacher, and Dorm Parent **July 1999 to June 2000**
The Groton School **Groton, MA**
A Boarding School for students in grade 8-12. Counseled 40 students through the college application process. Taught English electives in composition and dramatic literature. Directed musical theater production.

Senior Regional Director of Admissions **May 1994 to June 1999**
University of Pennsylvania **Philadelphia, PA**
Read and recommended decisions on over 2000 applications annually. Chaired athletic selection committee, working with NCAA Division I coaches to evaluate student athletes. Interviewed and counseled alumni families on admissions (1994-95).

EDUCATION:

Columbia University, Teachers College **New York, NY**
M.A. in Private School Leadership **May 2009**
Coursework in non-profit finance, academic program development, educational law, educational philosophy, independent school leadership, marketing and communications, and collaborative negotiation. Conducted original research study: “Examining Teacher Collaboration in Independent Schools.” Completed practicum in advancement and fundraising.

University of Pennsylvania **Philadelphia, PA**
B.A. in English **May 1994**

SELECT PROFESSIONAL ENGAGEMENTS:
The Pilot School **June 2023-present**
Trustee, Governance Committee **Wilmington, DE**
A coeducational day school for learners with Learning Differences, ages 4 to 14.

Other leadership:

- PAIS, MSA and HAIS/WASC: Accreditation team leadership for domestic, international, public, and private schools (2016 - present); PAIS Commission Member (2025 to present)
- Heads Collegiate Forum member, on-going
- “What School Could Be” Presentation with Ted Dintersmith; Small Schools Conference, Philadelphia, PA (2023)
- Innovative School Collaborative, Co-leader (2018-2020): independent school founders who serve as a resource and support for other school creators. Led a 2020 NAIS Pre-Conference Workshop entitled “Building Innovation: New Models for Independent Schools”
- Independent Athletic League of Honolulu, Board VP and Governance Chair 2016-18
- “The Rapidly Changing Admissions World” Seminar, Workshop Leader: Led summer course for college counseling professionals for ISM in Wilmington, DE (2003 to 2007)

PERSONAL INFORMATION:
Married to Micheline McManus, English Department Chair at Wilmington Friends School, DE. Four children, ages 27, 24, 19, and 7. Professional Improvisational Actor and Director.