



# St. Anne's

## EPISCOPAL SCHOOL

Head of School  
2018

*St. Anne's prepares students for secondary education and lifelong learning.*

*We strive to enhance the intellectual, spiritual, physical, social and artistic growth of our students so that they may realize their potential for good as citizens of local and world communities.*

St. Anne's Episcopal School, a school that prioritizes academic excellence in a joyful and caring community of learners located in Middletown, DE, seeks a visionary educational leader as their next Head of School.

Serving students in Preschool through eighth grade, a St. Anne's education is characterized by small classes taught by creative and engaging teachers, ensuring that each student is empowered with an individualized academic program grounded in the rich history of intellectual inquiry that characterizes Anglican education. A robust arts, athletics, and activities program rounds out opportunities for St. Anne's students, who graduate equipped not only with extraordinary competence but also with the drive to serve others and to make a difference in the world.

The Head of School reports to the Board of Trustees and will be responsible for providing a vision to advance the school's mission of preparing students for lifelong learning. The Head of School will provide leadership for a talented faculty while overseeing the school's academic program, enrollment, strategic planning, and fundraising opportunities. The most attractive candidate will be an experienced leader with strong academic and administrative experience, demonstrate an ability to build relationships with multiple constituent groups, show a strong and demonstrated commitment to diversity and inclusion, have a proven record of championing the value of independent school education, and embrace the Episcopalian values of the school.

## **ABOUT ST. ANNE'S EPISCOPAL SCHOOL**

St. Anne's Episcopal School opened its doors in the fall of 2002 to 197 students, founded through the initiative of educational visionaries at St. Andrew's School, a highly regarded boarding school that sits just across Silver Lake from the St. Anne's campus. Knowing that a fine, independent elementary and middle school fulfilling a similar vision as a "school of definitely Christian character" located nearby would enhance their faculty recruitment efforts, St. Andrew's offered access to St. Anne's 125-acre property and made a generous contribution to help establish an endowment. Benefitting both the St. Andrew's community as well as the growing population in the greater Middletown, Delaware area, St. Anne's operated under founding Head Harvey Zendt for six years until 2008, when he was succeeded by Peter Thayer, the outgoing Head.

As an Episcopal school, St. Anne's is grounded in the rich history of intellectual inquiry that characterizes Anglican education. St. Anne's is inclusive of children and families from all backgrounds and the school celebrates the many religious and faith experiences that are important to members of this diverse community.

The school's core tenets of respect, responsibility, and compassion are evident in the academic programs and the life of the community, from the preschool and pre-kindergarten programs all the way through elementary and middle school. Through academic, athletic, and artistic experiences, St. Anne's students learn to take responsibility and work together, to take risks, to explore new approaches, and to strive for their best even when the challenge seems daunting. St. Anne's recognizes that children are growing up in an interconnected world and embraces the strength that comes from a community that is inclusive and diverse, and in which all children feel valued, respected, and passionate about learning.

St. Anne's is situated in one of the fastest growing areas of the Mid-Atlantic and centrally located near a wide range of communities: small-town charm in Odessa, the nearby planned community of Whitehall, Galena and Chestertown in Maryland, urban life in Wilmington, or rural settings dotted with horse farms. The school's location in Middletown offers easy access to cultural and historical offerings in Philadelphia, Baltimore and Washington, D.C. as well as the natural beauty of the Chesapeake Bay, Maryland's Eastern Shore and Delaware's popular beach towns.

## **COMMUNITY**

Students, families and faculty alike are welcomed into St. Anne's school each day with a plaque at the front door that states: "May all who enter these doors grow in wisdom and love." In order to fulfill this vision, St. Anne's has articulated as their guiding principles:

- We hold respect, responsibility, and compassion as core values of the school community.
- We believe that students learn best in classes that are small enough for the students to be well known and the instruction differentiated.
- We recruit, retain, and honor skilled and caring faculty, who will stimulate, challenge, and guide their students, and we offer ongoing professional development to help our teachers continue to grow in their craft.
- We seek bright, motivated students from diverse backgrounds, who will bring energy, enthusiasm, imagination, curiosity, creativity and a sense of humor to our community.
- We seek families who want to partner with us and who value a small, nurturing school with a stimulating academic program that includes a spiritual mission.
- We encourage the hard work and extra effort needed for students to be at their best.

- We value contributions to society by helping our students to reach out to serve others, both within our school walls and beyond.
- We value our community by relying on the commitment of time, talent, and resources of our students, faculty and staff, families, trustees and the community at large to help us fulfill our mission.

St. Anne's has published a [Commitment to Diversity](#), stating that the school is committed to nurturing a learning community that is free from intolerance and prejudice. Seeking to witness to the splendor of God's creation and to honor the dignity of the individual human spirit, the St. Anne's community includes faculty, students, administrators, staff, and trustees from diverse cultural, racial, religious, family and economic backgrounds. The rich diversities of people and the many perspectives they bring serve to enhance the quality of educational experiences at St. Anne's by creating a more intellectually stimulating learning environment that helps children learn the crucial skill of working productively with people different from themselves. St. Anne's seeks to foster a community that is sensitive to issues of social justice, mindful of the experiences people of diverse backgrounds have in the school, and active in its pursuit of equity and justice within the school community, as well as beyond campus borders. An active diversity committee including teachers, parents and board members meets regularly.

## OUTDOOR EDUCATION AND SUSTAINABILITY

From its founding, St. Anne's has recognized the educational opportunities found in nature. The School's mission, curriculum, and campus reflect the importance St. Anne's places on students' contact with the outdoors.





St. Anne's Episcopal School sits on a stunning 125-acre campus in Middletown, Delaware. Along with the school building, constructed in 2002 (with an addition built in 2018), the campus includes premier outdoor education spaces, an outdoor chapel, multi-sport athletics fields, learning pavilion, woodlands, agricultural land, and a nature preserve.

To continue St. Anne's commitment to the diverse natural benefits of its 125 acres, the School created a Campus Community Connections Committee designed to engage students and faculty in the care, maintenance, and enjoyment of the campus. Learning sound environmental practices beginning in preschool, students develop habits of thinking and living that will sustain them in their environment. The goal is to link the joy one experiences in God's creation with the imperative of its stewardship.

St. Anne's prioritizes sustainability by:

- Encouraging regular and responsible use of campus by teachers and students - "No Child Left Indoors."
- Demonstrating environmental stewardship strategies.
- Providing information and resources pertaining to environmental best practices in an elementary and middle school community.
- Striving to integrate new environmental and stewardship initiatives into curriculum.
- Engaging students in responsible care of the facility through active recycling and composting, relevant stewardship projects, and a daily Middle School jobs program.





## **STUDENTS**

St. Anne's students usually stand out in a crowd. Their confidence, sense of self, and willingness to help others are easily recognized. They are also able to share the community's core values: respect, responsibility, and compassion. This foundation is the basis of St. Anne's Episcopal School tradition: academic excellence in a joyful and caring community of learners.

### ***Community Service***

St. Anne's students develop character and leadership through [Service Learning](#). An emphasis on Community Service has been a part of St. Anne's since its inception. A commitment to the whole child includes promoting his or her growth as a good citizen and a compassionate, generous person. At every grade level, the community asks students to participate in service that benefits the school and the wider world. St. Anne's believes children benefit from the experience of volunteering time to help someone outside of their families in ways that promote the common good. This belief is expressed by demonstrating that work in service to others bears fruit not just in making the world a better place, but also in helping build the character of young people as they discover the joy of engaging in such selfless action.

### ***Leadership***

At St. Anne's, educators believe in the importance of providing students with exciting and genuine leadership opportunities. One of the most important aspects of student leadership at St. Anne's is the Middle School



Student Council. The Council is set up to provide a clear and effective way for student voices to be heard in the community life of the school. The Council is comprised of annually elected officers as well as elected representatives from each of the eight Middle School homerooms.

The goal of the student council program is to build a sense of civic responsibility and to expose students to participatory democracy. Students collaborate on student-centered issues such as social events, school spirit promotions, and community outreach activities. Because student council members are elected leaders of the middle school, they are also expected to take on more initiative and ownership to help in promoting a sense of responsibility in the larger life of the school.

St. Anne's also has a Student Diversity Leadership Council (SDLC) comprised of Middle School students and faculty advisors who joined together, starting in 2013, with the common goal of learning more about the similarities and differences of the people who make up our diverse community.

SDLC members hold meetings and attend workshops and conferences with the goal of furthering diversity education. Specific attitudes and areas of bias explored include ability, age, ethnicity, gender, race, religion, sexual orientation, and socio-economic status. SDLC members share what they have learned through presentations, skits, events and conversation and invites the school community to join them.

In addition to the formal council structures, leadership is woven into the curriculum. Performing and speaking in front of an audience begins in Preschool and evolves with class presentations, school concerts, and chapel readings, prayers, and the pageant. St. Anne's graduating eighth grade students can speak comfortably in front of hundreds of people.



## *Athletics*

St. Anne's interscholastic sports program is a huge part of after school life for students in grades 6 – 8. Participating in the [Delaware Interscholastic Athletic Association](#), St. Anne's fields nine seasonal teams including boys and girls soccer, lacrosse, basketball, baseball, and co-ed cross country. Girls can also play field hockey in the fall.

Beyond the DIAA, each winter St. Anne's conducts a lively four-week indoor soccer tournament that is open to all middle school students. At times, the school has also offered various recreational sports such as a basketball team for grades 5 and 6 with the help of parents.

## **ACADEMIC PROGRAM**

At St. Anne's Episcopal School, children are known, loved, challenged and inspired. From [Preschool](#) through [8th grade](#), St. Anne's provides a thoughtful, rigorous academic program that challenges students to think critically, collaborate effectively, and communicate clearly, building a foundation of essential skills and a love of learning that will last a lifetime. St. Anne's sums up this philosophy succinctly: "Small Classes, Big Thinkers."

Throughout their career at St. Anne's, students will transition from dedicated early childhood and elementary level classrooms in lower school to departmentalized subject areas in the Middle School. As they reach new milestones, St. Anne's skilled and caring [faculty](#) will support their growth, helping them become resilient, independent young people.

### *Preschool through Grade 4*

As elementary and early childhood students walk through the red doors each day, they enter the building filled with excitement and an enthusiasm for learning. Lower School teachers use their knowledge of how each child learns best to prepare students to find their way in a dynamic and challenging academic program.

Beginning in Preschool, students are engaged in exploring their community and the world around them through active play and hands-on discovery. The school's early childhood programs focus on the development of early literacy, number sense, and basic problem-solving skills, laying the foundation for future academic success. Opportunities for outdoor education are built into the curriculum, taking advantage of the school's stunning campus. In Kindergarten, a study of bluebirds is enhanced by native plantings that attract these birds to campus, allowing students to observe these animals in their natural habitat.

The St. Anne's faculty designs curriculum to build on these skills each year, guiding the students to become independent thinkers while fostering a true love for learning. The recent adoption of the research-based Singapore Math program prepares students for a rapidly changing world, as they are asked to understand the "why" before the "how." Science, art, music, library, technology, religion, Spanish and physical education classes, taught by specialists, enhance the core academic program across all grade levels.



### ***Middle School – Grades 5 through 8***

In partnership with parents, St. Anne’s teachers work together to provide a strong foundation for learning and an environment in which students are known and loved. Children are encouraged to strive for and attain high levels of achievement, independent thinking, spiritual awareness and most importantly, ethical behavior.

St. Anne’s is a place where fifth, sixth, seventh and eighth grade students begin to see themselves as independent learners. This shift is developmentally appropriate and sets the stage for success in high school. In addition to the core subjects (math, science, social studies and language arts) St. Anne’s students study Spanish and the Arts. Students also have the option to choose elective subjects, exploring 3D printing, fashion design, fort building (in the campus woods), and other academic, artistic or athletic pursuits.

Travel helps students explore their lessons with an interdisciplinary approach, and often incorporates opportunities for service. Overnight trips include discovering the natural world at the shore with a trip to Cape Henlopen, or optional Spanish language immersion programs in Costa Rica.

St. Anne’s Middle School teachers know just how to present their lessons to spark the interest of their students. Together, teachers and students explore a rich academic program to prepare them to successfully take their place in any high school they choose.



## ***Secondary School Placement***

St. Anne's graduates are sought after by the best high schools—[independent, public, and parochial](#)—because they are well prepared and competitively positioned to be scholars and academic leaders at the next level. They are able to master honors and advanced level coursework, and they are confident in their ability to tackle challenging programs.

## **SPIRITUAL LIFE AT ST. ANNE'S EPISCOPAL SCHOOL**

The [National Association of Episcopal Schools](#) writes, "Episcopal schools exist not merely to educate, but to demonstrate and proclaim the unique worth and beauty of all human beings as creations of a loving, empowering God... They are created to serve God in all persons, regardless of origin, background, ability, or religion." While Episcopal schools vary widely, all are inclusive of children and families from all backgrounds. St. Anne's takes time to celebrate the many religious and faith experiences that are important to members of the school's diverse community.

At St. Anne's, chapel services, religion classes, and devotions rely most heavily on Christian tradition and the Christian Bible, but the school also explicitly values and includes important celebrations and study of the other major religions of the world. The unifying perspective is that God loves every person and wishes to be in relationship with all, and that our response to that unconditional love is to love and serve our neighbor with all the gifts and talents with which we have been blessed.

Episcopal schools do not strive to convert, evangelize, or indoctrinate children into a particular set of religious beliefs. Rather St. Anne's models one religious perspective through words and deeds, by means of everything from the rituals observed to the way we live together and treat one another in community.

## **"OPEN HEARTS, OPEN MINDS" CAPITAL AND ENDOWMENT CAMPAIGN**

St. Anne's recently completed the "Open Hearts, Open Minds" capital and endowment campaign, raising \$2.44 million (exceeding the original \$2.3M goal). Thirty percent of the total was secured from Foundations, with an additional forty percent given by current or former board members, showing depth in fundraising outside of the traditional independent school base of current parent and alumni bodies.

This most recent campaign funded four priorities:

- An additional \$1 million in endowment for financial aid
- A new, dedicated space for music within the main building
- Faculty Professional Development
- Expanded after school opportunities with a focus on STEAM, Outdoor Education, and Digital Media

## THE NEXT HEAD OF SCHOOL

The next Head of School will report to the Board of Trustees. The following positions report to the Head of School:

- Assistant Head of School
- Director of Student Learning
- Director of Curriculum and Instruction
- Director of Finance & Operations
- Director of Donor Relations
- Athletic Director
- Director of Enrollment Management

### *Opportunities and Challenges*

The next Head of School will lead St. Anne's Episcopal School forward by embracing the school's mission to prepare children for lifelong learning. Providing inspirational leadership for the St. Anne's community, the next Head will have the opportunity to focus on the following:

#### Leading with strategic vision

- Partnering with the Board of Trustees and building upon the strong work the St. Anne's community has already completed, articulate an exciting and inspirational vision that engages and unifies the community;
- Further bolster the school's reputation and celebrate its strengths, communicating the value of a St. Anne's education to internal and external stakeholders;

#### Fostering academic excellence

- Support a talented faculty committed to academic excellence and nurture an atmosphere of professional growth within a diverse, vibrant community;
- Promote innovation, creativity and best pedagogical practices in academics and co-curricular programs;
- Build on the school's commitment to character development and positive leadership;

#### Strengthening the St. Anne's Community

- Prioritize communication and collaboration among all St. Anne's community members;
- Cultivate a diverse, inclusive and supportive school community where all children are known and valued in both their strengths and challenges;

#### Securing St. Anne's financial future

- Develop and sustain relationships with individual donors and institutional funding sources;
- Grow enrollment, including the ability to attract, retain, and support a diverse student body; and
- Engage in strategic fiscal management

## ***Qualifications & Personal Characteristics***

Given the unique opportunities available to St. Anne's Episcopal School, the next Head must be an experienced leader with strong academic and administrative experience, possess a joyful attitude and approach to educating children, have a proven record of championing the value of independent school education and embrace the Episcopalian values of the school. In addition, strong candidates will demonstrate the following:

- An entrepreneurial spirit and ability to champion innovative approaches to school leadership;
- A successful track record with enrollment management including recruitment and retention;
- Powerful communication skills and a collaborative, yet decisive, leadership style;
- The ability to partner with both internal and external constituents to drive support for the School's priorities;
- A strong commitment to diversity and inclusion; and
- An understanding of facilities management and opportunities for both indoor and outdoor spaces to inform educational opportunities

For more information, please visit the St. Anne's Episcopal School's homepage at: [www.stannesde.org](http://www.stannesde.org)

For best consideration, please send all nominations and applications – electronically and in confidence – to:

**Sherry Coleman, Partner**  
**Sue Bosland, Partner**  
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*It is the policy of St. Anne's to provide an equal employment opportunity to all applicants for employment and not to discriminate on the basis of race, color, gender, sex (including reproductive health decisions, pregnancy and related conditions), age, religion, sexual orientation, gender expression and identity, national origin, disability, marital status, genetic information, status as a veteran, family responsibilities, or victims of domestic violence, sexual offenses, or stalking, or any other status protected by law.*

