

MCDONOGH SCHOOL

HEAD OF SCHOOL CANDIDATE PROFILE

McDonogh School
Owings Mills, Maryland
www.mcdonogh.org



MISSION

McDonogh School is a community that finds joy in work, in play, in discovery, and in the realization of personal potential. Strong, mutually respectful relationships inspire a passion for teaching and learning, a dedication to personal integrity, and a commitment to excellence. Embracing diversity of background, culture, and thought, the school builds upon its founder's original mission to provide life-altering opportunities and to develop in students the will "to do the greatest possible amount of good."

OPPORTUNITY

Mission is central to McDonogh School. The School's namesake and founder, John McDonogh, set forth clear directives for the School's future leaders. While we are no longer strictly a school for "the poorest of the poor," we remain committed to being a welcoming and supportive community with learners from every conceivable background.

Since 1873, the McDonogh community has lived by the following words that are part of John McDonogh's Rules for Living; "Study in your course of life to do the greatest possible amount of good." Today, McDonogh is a vibrant coeducational day and five-day boarding school with 1,370 students in prekindergarten through twelfth grade. Our mission continues to be an integral part of the McDonogh experience. It is celebrated throughout the year, most especially at Founder's Day in mid-October and at an all-school ceremony preceding Memorial Day. Each day, in all endeavors, students and adults are guided by the virtues on McDonogh's Character Compass: respect, responsibility, honesty, kindness, and service.

At the heart of it all are exceptional teachers who love to teach and are committed to providing innovative learning experiences that promote deep thinking, inspire creativity, and prepare students to be "LifeReady."

Challenges and Priorities

Over the next five to seven years, the key challenges and priorities identified by the Board are outlined as follows:

- Foster a culture of deep thinking and learning where the liberal arts are taught through student-centered pedagogies and frameworks to prepare graduates to be creative, collaborative, and critical thinkers. McDonogh is committed to innovative teaching and learning that will prepare every student for life in a rapidly changing world.
- Celebrate mission, purpose, and heritage in a centrally located facility for the study of the School's history and the exhibition of our extensive school archives. This history house/museum will be unique among our peer institutions, offering age-appropriate opportunities for collaborative discovery, teaching, and learning across multiple academic disciplines. It will also be a wellspring of inspiration as we celebrate the storied legacy of our community.
- Address aging Middle School facilities by reconstructing spaces that will support teaching and learning as envisioned in our LifeReady Academic Strategic Plan.
- Enhance and expand on-campus faculty housing, with the acknowledgment that campus residents bring vitality and a sense of family to the experiences of five-day boarders and the entire school community.
- Increase capital, endowment, and annual fund campaign efforts to support the imperatives of a robust financial aid program and address the need to abate tuition growth rates.

Summary

The next Head of School must never lose sight of why McDonogh exists, who preceded us, and our responsibility to build on this foundation for the benefit of future generations. The Board of Trustees is committed to doing what's right for the future of McDonogh, in logical sequence, always placing our people at the center of the equation. To that end, our leaders embrace three core principles:

1. "Joy" is more than just a word in the Mission Statement. Our community exudes joy in "work, play, discovery and the realization of personal potential."
2. Teachers and administrators demonstrate a conspicuous passion for their discipline and care deeply about students. Our leaders maintain an open-door policy and are dedicated to creating lifelong relationships and transformative experiences.
3. Leaders are expected to be humble, thoughtful, and mission-driven, with uncommon integrity and a relentless desire to improve.

The School's next Head must also have the ability to innovatively manage a complex organization with major financial and human resources to maximize academic and growth opportunities. Thus, the leader must be able to navigate and develop consensus, while having the sensibilities and judgment to achieve the right balance between the healthy tensions that exist in any institution. The Head will have a fully supportive Board of Trustees whose members understand their appropriate role in ensuring the future progress of the School.

In short, McDonogh seeks a leader who is well prepared to meet and manage all of the challenges of its success while maintaining the School's sense of purpose and its commitment to its humble roots.

POSITION

Title: Head of School

Reporting Relationship: Board of Trustees

Anticipated Start Date: July 1, 2018

Summary

The Head of School is responsible for providing an exceptional educational experience for students, enhancing and articulating the School's vision, and providing strategic leadership throughout the School's constituencies. The Head serves as the School's chief executive, with oversight of faculty, staff, and students while managing a substantial operational budget. High among the Head's responsibilities is the creation of a caring, nurturing, and joyous environment. The Head should never lose sight of the School's unique origins and history.

Responsibilities

- Provide inspirational leadership, pursuing all endeavors with integrity, humility, and sense of mission.
- Organize, supervise, and evaluate an administrative team. Recruit, lead, and inspire exceptional faculty, staff, coaches, and mentors.
- Mentor administrative team and faculty by setting aspirational and attainable goals.
- Provide a high quality educational experience for students and parents.

- Create strong stakeholder relationships with students, teachers, staff, parents, alumni, trustees, and friends of the school.
- Work closely with division heads to ensure that educational programming is purposeful, effective, and coordinated.
- Promote the leadership and professional development activities spearheaded by the Director of Innovation and Learning to support a culture of learning and growth throughout the school.
- Work in full partnership with Development, the Board of Trustees, and campaign leadership in maximizing the School's fundraising capabilities and results.

CANDIDATE

Professional Experience

- Extensive experience in leadership roles in well-regarded K-12 institutions, with a minimum of three years in a key leadership role.
- Strong background as an educator who has worked effectively and directly with students.
- Outstanding managerial skills with an excellent track record of effectively overseeing large teams and handling budgets.
- Experience building relationships with the broader community of a school--with alumni, parents, and donors, as well as with faculty and students.

Leadership Competencies

- Cultural Intelligence and Awareness: Facilitate tolerance and understanding between peoples of differing cultural, gender, racial, and economic backgrounds.
- Problem Solving: Exercise impeccable judgment in handling complex problems. It is expected that the Head would make good use of collaboration to develop plans and resolve issues that can often require nuanced solutions.
- Strategic Leadership: Possess the analytical ability and vision to develop and implement innovative strategies that promote the growth of the school. The Head must display a level of business acumen and judgment that is appropriate for the role.
- Team Building: Create a collaborative culture among administrative team members, but also with faculty and the Board. Understand that service lies at the heart of administration.
- Communication: Demonstrate great listening skills and the ability to articulate ideas clearly and effectively on a wide range of subjects. Connect with internal and external stakeholders with complete transparency to create consensus within the whole school community around shared goals and plans.
- Decision Making: Make practical, realistic, data-driven, and timely decisions.
- Relationship Building: Effectively work within the School's "family" to sustain and grow relationships and so further the School's mission.
- Fundraising: Must have significant Institutional Advancement experience; the ability to deliver effective narratives that support case statements and financial solicitations.

Personal Characteristics

- Confirmed integrity and the highest ethical standards
- Conduct and professionalism that serve as models within the institution
- A global outlook and commitment to celebrating diversity
- Comfort with ambiguity and change
- Insight to promote innovation and willingness to hold the community to a high standard in all its endeavors
- Self-confidence without arrogance; humble and respectful
- Organized and hard-working; highly motivated
- Energetic, good-humored, and joyful, with a conspicuous passion for engaging with students of all ages

THE FINNEY SEARCH GROUP CONTACTS

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APPLICATION PROCEDURES

Interested candidates should submit a cover letter, resume or CV, and a personal statement or educational philosophy in a single email to Sherm Bristow and Chris Hutchins. At least three references should be submitted in a separate email to the same addresses. We would appreciate having complete files by July 14, 2017.

McDonogh School does not discriminate in its policies based on race, religion, natural origin, sexual preference, or age.