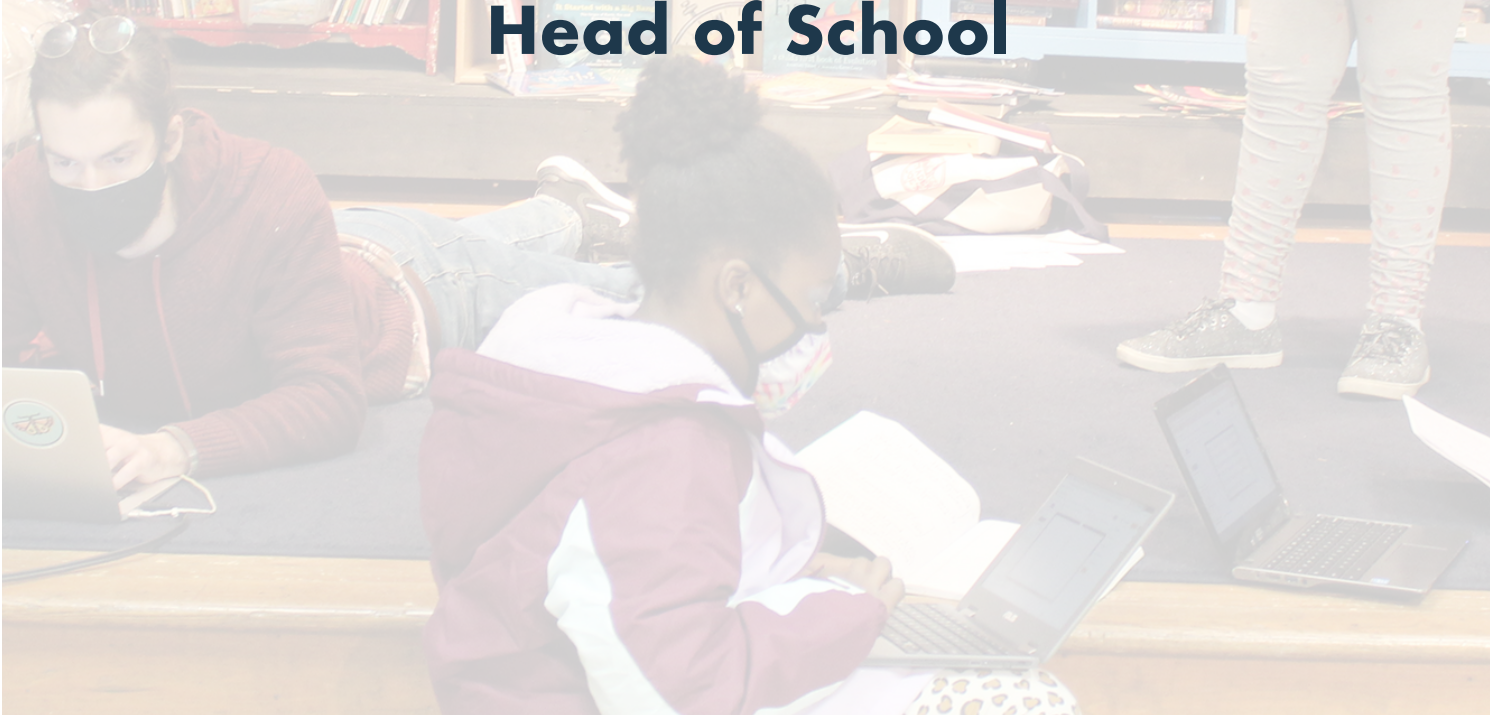




# Lansdowne Friends School

## Position Profile: Head of School





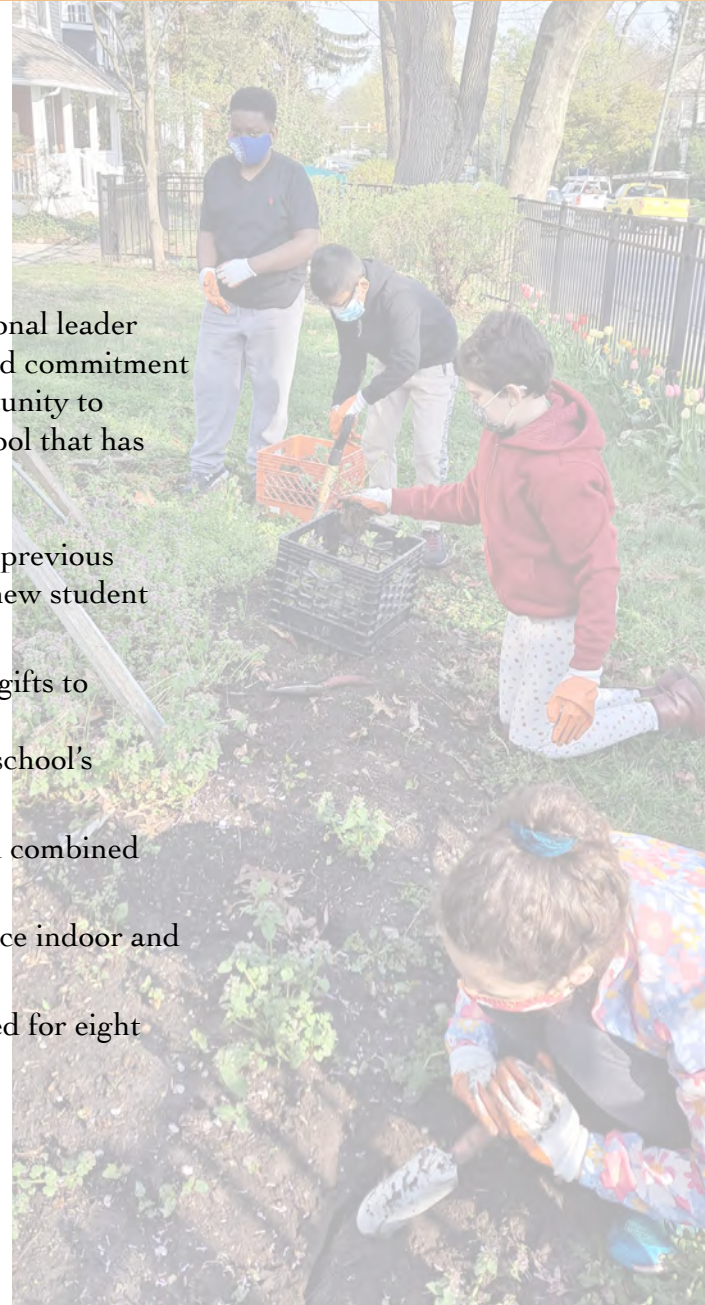


# Lansdowne Friends School

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Lansdowne Friends School seeks an exceptional educational leader with strong administrative experience and a demonstrated commitment to diversity, equity, and inclusion. This is a choice opportunity to guide an educationally vibrant and financially sound school that has navigated the past year with enormous success:

- Enrollment for 2021-22 has increased 15% over the previous year, with strong retention of current students and new student enrollment at an historic high.
- Annual giving surpassed its goal by 58% and major gifts to support COVID expenses added another 250%—the largest single year of fundraising in the school's history.
- The school has a positive fund balance, no debt, and combined endowment and reserves of \$2.8M.
- Major capital improvements are underway to enhance indoor and outdoor community spaces.
- Faculty and staff salaries have substantially increased for eight consecutive years.
- Not one student or staff member has tested positive for COVID.







## About the School

Founded in 1902 and under the care of Lansdowne Monthly Meeting of the Religious Society of Friends, LFS is a thriving pre-K through 6th grade school just west of Philadelphia that serves a richly diverse student body of 100 students. Half the student body identify as BIPOC. The school has a positive relationship with Lansdowne Monthly Meeting and the Lansdowne community, and retains a talented and dedicated faculty. While enrollment has grown steadily since 2013, tuition has been kept at affordable levels. Scholarship aid is robust, with 45% of children receiving need-based tuition assistance.

Guided by Quaker values, and recognizing that of God in every community member, LFS has continued to accomplish something critically important for over a century:

- We engage children and celebrate childhood.
- We challenge children and teach them to trust themselves.
- We demonstrate for children that adults believe in them and are approachable.
- We help children to see learning as enjoyable even when sometimes difficult.
- We empower children to help build a kind, caring, and purposeful Quaker community of learners.





This work is deeply spiritual, grounded in our hope for the future and our community's investment in that future through and for children. The impact of our efforts has meaning well beyond the school walls, beyond one school year, or even beyond one generation.

Graduates of Lansdowne Friends are sought after at the larger Friends middle schools in the greater Philadelphia area, as well as at a range of nearby independent and public schools. Alumni continue to stay connected to LFS, to support the school financially, and to lead lives that reflect the skills and values honed during their time here.

LFS received both PAIS (Pennsylvania Association of Independent Schools) re-accreditation and a successful review by the Friends Council of Education in 2017, resulting in compelling affirmations of the school's strengths, including recognition of outstanding efforts to live its Quaker mission.



# Desired Characteristics

The successful Head will demonstrate

- a commitment to education rooted in Quaker values.
- familiarity with and dedication to an experiential, thematically-based pedagogy and curriculum.
- deep experience with and commitment to bringing the lens of diversity, equity, and inclusion to all aspects of school life.
- skills in team building, collaborative planning, and inclusive, transparent decision-making among a talented and dedicated faculty and staff.
- a readiness to continue the school's strong track record of environmental stewardship.
- a desire to nurture the diverse, cohesive community of students and families who are the heart of the school.

There are significant opportunities for the new Head to make their mark. We are proud of our small Friends school and seek a Head with a deep interest in our challenging theme-based program, as well as the Quaker values which form the foundation of all that we do. We seek a leader who can describe both our Quaker foundation and our engaging teaching methods effectively to stakeholders and who will ensure that we continue to align all future endeavors consistently with our core values. The next Head will have the opportunity, from a position of robust forward momentum, to help the school explore new areas for growth.





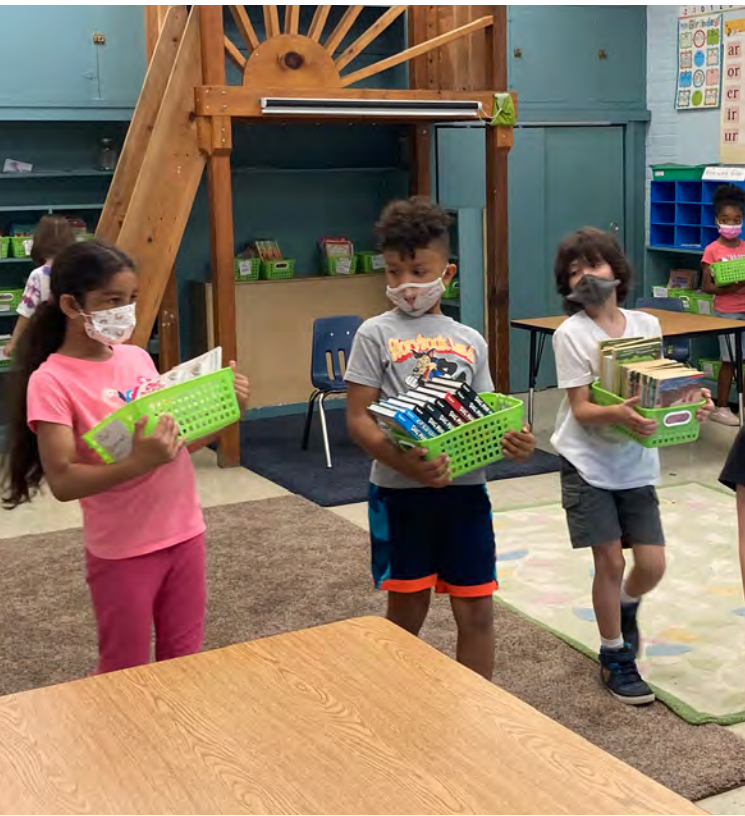
# Experience, Skills, and Knowledge

## We are seeking a Head of School with

- A Master's Degree (strongly preferred) or Bachelor's Degree from an accredited university.
- Experience as a Head of School or in another senior leadership position in an independent or public elementary school (leadership experience in a Friends school is a significant plus).
- Demonstrated track record with diversity, equity and inclusion.
- Knowledge of child development and best practices in progressive curricular design and teaching, preferably with classroom experience at the elementary school level.
- Excellent communication skills that can support marketing, fundraising, and admissions.
- Expertise in fostering a supportive, professional community among staff, and continuing to strengthen the sense of community among students and school families that distinguishes the school
- Business and financial judgment that can ensure best use of resources and generate creative solutions to financial challenges.
- Experience fostering innovative programmatic changes while retaining cherished traditions.







# Vertical Classes

Lansdowne Friends School intentionally groups students in classes spanning two grades. Students remain in the same classroom for two years.

Vertically grouped classes:

- Create ongoing leadership opportunities for children
- Enable teachers to build strong relationships with students and families with continuity over two years
- Accommodate the different rates at which students develop
- Build community throughout the school by connecting students to others beyond their grade level
- Provide greater opportunity for students to develop social and emotional skills including empathy, self-esteem, and confidence
- Foster 21st century learning skills, especially cooperation, collaboration and communication.

# Thematic Program

Lansdowne Friends School offers an experiential, balanced, and differentiated thematic program based in the Quaker philosophy of education that allows children to use multiple modalities of learning at a rate that is appropriate for elementary school students. Thematic units engage students through real world, hands-on activities that explore diverse life and cultures, and experiment with different scientific concepts. Children collaborate, share, and demonstrate learning during projects, and through investigating the natural world. Science and social studies units are inquiry based, as students generate questions, make observations, engage in activities, share their ideas, and continually refine their own thinking.

Thematic program highlights:

- grounded in the philosophy of progressive education
- deep exploration of complex ideas which develops critical thinking skills







- integrated across content domains to include LA, math, science, social studies, and the arts
- immersive experience with hand-on activities designed to engage students and facilitate active construction of their own understandings
- filled with opportunities for social learning as children collaborate to explore materials, understand diverse perspectives, and problem solve
- builds on children's natural curiosity and self-motivation
- generates excitement and fosters lifelong learning
- develops core knowledge as students to grow their vocabulary and their understanding of the world shaped by student interest
- rooted in Quaker values and designed to inspire children to be changemakers in the world at large

At LFS, small classes and individual and small group instruction engage, challenge, and support each child in reaching his or her full potential. While our program focuses on meeting individual needs and on each student's unique contributions and responsibilities, we also seek to create a strong community spirit. Regular all-school Gatherings provide students with informal opportunities to share their classroom activities with the rest of the school, sing, or celebrate together. Weekly Meeting for Worship provides students and teachers an opportunity for silence, reflection, and sharing.







# Compensation

## Competitive compensation based upon experience

The position begins July 1, 2022. Please send a resume, and a personal statement of how your experience and educational philosophy qualify you, by email to LFS Head Search Committee co-clerk Dana Robinson at [lansdownefriendsresumes@gmail.com](mailto:lansdownefriendsresumes@gmail.com).

The deadline for application is October 15, 2021.









