



## Head of School – Park Tudor School

Indianapolis, Indiana

*Park Tudor School is the premier independent college preparatory school in Indiana. It is highly regarded for its talented faculty, outstanding students, and comprehensive liberal arts curriculum. The school's rich educational program encourages students in every grade to explore their identity and passions – academic, artistic, and athletic. Park Tudor aims to ignite curiosity, instill compassion, and inspire courage as it prepares its graduates to succeed at top colleges and universities across the country.*

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Created in 1970 through the merger of Tudor Hall for girls (1902) and Park School for boys (1914), Park Tudor School educates 982 students in junior kindergarten through grade 12. Noteworthy for a strong tradition of academic excellence, the school offers a challenging curriculum, small classes, a caring atmosphere, and an educational experience tailored to each student's individual strengths and needs.

Located just seven miles from downtown on the 68-acre Lilly Orchard, a gift from the late Josiah K. Lilly and the late Eli Lilly, the school's facilities are modern and first-rate, featuring

attractive buildings constructed of Indiana limestone with tile roofs. The school has an endowment currently valued at more than \$71 million and awarded \$3.2 million in financial aid in 2015.

With a strong reputation and physical, financial, and human resources that place it firmly in the ranks of the nation's top independent day schools, Park Tudor School offers an exceptional career opportunity for an educational leader with the skills and qualities necessary to build upon the school's solid foundation.



**APPLICATION DEADLINE:**  
**August 29, 2016**

**PARK TUDOR**



## PARK TUDOR AT A GLANCE

**Mission** *To create an inspiring college-preparatory learning environment, with exceptional educators and extraordinary opportunities, that prepares and motivates students to become balanced, confident, and resourceful lifelong learners.*

**Vision** *Ignite curiosity. Instill compassion. Inspire courage.*

**Values** *Integrity, Intellectual Engagement, Resourcefulness, Respect, and Responsibility.*

### ADMISSIONS AND FINANCIAL AID

<b>ENROLLMENT, ALL GRADES</b>	982
EARLY EDUCATION CENTER (JK-K)	106
LOWER SCHOOL (1-5)	253
MIDDLE SCHOOL (6-8)	209
UPPER SCHOOL (9-12)	414
<b>STUDENT-TEACHER RATIO</b>	9 to 1
<b>STUDENTS OF COLOR</b>	28%
<b>2016-17 TUITION RANGE (JK-12)</b>	\$17,010 - \$20,880
<b>FINANCIAL AID AWARDED</b>	\$3.2 million
<b>STUDENTS RECEIVING FINANCIAL AID</b>	34%

### PHYSICAL PLANT

**LOCATION** Eight miles north of downtown Indianapolis in a residential neighborhood

**FACILITIES** 68-acre campus with separate buildings for each division; dedicated facilities for fine and performing arts; three gymnasias; three lighted playing fields and one auxiliary field; three libraries with more than 50,000 titles; central dining hall; and multiple labs for physical, biological, and computer sciences

### FACULTY AND STAFF

<b>FULL-TIME FACULTY</b>	115
<b>FACULTY WITH ADVANCED DEGREE</b>	60%
<b>AVG. FACULTY TENURE AT PARK TUDOR</b>	20 years

### FINANCE AND DEVELOPMENT

<b>OPERATING BUDGET</b>	\$25 million
<b>INDEBTEDNESS</b>	\$14.5 million
<b>ENDOWMENT</b>	\$71.1 million
<b>TOTAL FUNDS RAISED IN 2014-15</b>	\$1.8 million
<b>ANNUAL GIVING IN 2014-15</b>	\$1.3 million
<b>PARENT PARTICIPATION</b>	74%

### AFFILIATIONS

**ACCREDITATION** Independent Schools Association of the Central States

**MEMBER** National Association of Independent Schools; Global Online Academy

**ON THE WEB:**  
[www.parktudor.org](http://www.parktudor.org)

## DEFINING QUALITIES AND UNIQUE ATTRIBUTES OF THE SCHOOL

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Interim Head of School Peter Kraft assumed leadership of the school in January 2016 after the unexpected loss of Dr. Matthew Miller, who joined Park Tudor in 2011. Dr. Miller played a key role in advancing the school's curriculum. He also developed an ambitious strategic plan and outlined a comprehensive campus master plan.

Oriented to excellence rather than elitism, Park Tudor is a warm, down-to-earth school community that promotes academic rigor and good character in an environment that is safe and supportive. Among the defining features of the school are the following:

- Great teaching. Park Tudor teachers are widely admired by their students and remembered fondly by alumni. In addition to mastery of their subjects and pedagogy, teachers at the school establish strong relationships with their students and model an ethic of intellectual inquiry and love of learning.
- Strong students. Teachers describe their students as smart, eager to succeed, willing to work hard, and thoroughly engaged in the many opportunities available to them.
- Excellent physical and financial resources. These include a large endowment and an attractive, well-equipped campus. Park Tudor has been fully enrolled for the past 10 years.
- An impressive array of programs – academic, athletic, and artistic. The rich variety of opportunities is coupled with a philosophy that encourages students to explore all of these areas rather than specialize in one.



## THE STUDENT BODY

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Park Tudor students are a multifaceted and talented group who are well prepared for college and overwhelmingly pleased with their experience at the school. In a 2014 survey of young alumni, more than 90 percent said they would recommend Park Tudor to a friend. Admission to Park Tudor is competitive,



and the school has been at or very near its physical capacity for the past decade. Last year, the school received approximately 385 applications for 192 spaces. The school is committed to representing the increasing ethnic and economic diversity of Indianapolis. Students of color now constitute more than one-quarter of the student body, and Park Tudor provided \$3.2 million in financial aid last year to assist one in every three students. The school offers up to 80 percent tuition assistance for families who qualify.

The 102-member Class of 2015 included 3 National Merit Scholars, 7 Finalists, 7 Semifinalists, and 11 Commended Students. The class also boasted two National Hispanic Scholars, one U.S. Presidential Scholar semifinalist, an Intel Science Talent Search semifinalist, and a USA Math Olympiad qualifier.

In 2015, 175 Park Tudor students took 438 AP exams in 21 subjects; 92 percent of those exams received scores of 3 or higher, and 69 percent received scores of 4 or 5. Fifty-six members of the Class of 2015 earned an AP Scholar distinction, including 15 National AP Scholars. From 2011-15, the inter-quartile ranges for SAT scores at Park Tudor were as follows: Critical Reading, 560-690; Math 570-690; and Writing, 550-680. The range of ACT composite scores for the same period was 25-31.

Virtually all graduates matriculate at four-year colleges, and 98 percent attend one of their top three colleges of choice; often, these include the nation’s most selective institutions. Three or more students from the Park Tudor classes of 2011-15 have enrolled at the following schools:

American University	Harvard University	Savannah College of Art & Design	The University of Richmond
Ball State University	Indiana University	Southern Methodist Univ.	The Univ. of San Diego
Boston College	Indiana University – Purdue Univ. Indianapolis	Texas Christian University	The Univ. of South Florida
Boston University	Kenyon College	Tufts University	The Univ. of Southern California
Butler University	Massachusetts Institute of Technology	Tulane University	Vanderbilt University
Case Western Reserve Univ.	Miami University of Ohio	The University of Chicago	Wabash College
Denison University	Northeastern University	The University of Colorado	Washington Univ. St. Louis
De Paul University	Northwestern University	The University of Dayton	Wheaton University (IL)
DePauw University	Princeton University	The University of Miami	Xavier University (OH)
Duke University	Purdue University	The Univ. of Notre Dame	Yale University
Elon University		The Univ. of Pennsylvania	
George Washington Univ.			

## THE FACULTY AND STAFF

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Park Tudor’s teachers are a caring, hardworking group that is well liked and respected by the student body. They are deeply involved in the life of the school, often wearing many hats as they build meaningful relationships with students. One-third of the faculty members have taught at the college level and 60 percent have advanced degrees. An extensive professional development program provides teachers with opportunities to hone their craft. Faculty have considerable autonomy in the classroom, and generally feel supported if they have the ideas and energy to develop new projects or courses. They have also benefited from recent efforts to provide structured feedback and guidance through a formal evaluation system. The Board of Directors has maintained a longstanding commitment to competitive faculty compensation, and the school regularly benchmarks against peer institutions as part of the Independent School Data Exchange (INDEX) consortium.



## ADMINISTRATION AND GOVERNANCE

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Park Tudor’s senior administrative team is a cohesive and collegial group dedicated to the school. The Head of School has 10 direct reports: four Division Directors; two Associate Heads; the Directors of Athletics, Development, and Fine Arts; and the Chief Financial Officer. The CFO oversees Facilities, the Business Office, Human Resources, and Auxiliary Programming. The Associate Head for Academic Affairs is responsible for all aspects of the K-12 curriculum, including the Russel & Mary Williams Learning Project, Technology, and all Department Chairs. The Associate Head for External Affairs supervises Communications, Admissions, College Counseling, and Campus Safety.

Park Tudor School is operated by Park Tudor Foundation, Inc., a self-perpetuating nonprofit educational foundation that is led by the Board of Directors, which is charged with setting policies and selecting, guiding, and evaluating the Head of School. The Board of Directors currently has 14 members. A nine-member Board of Trustees, elected by the Board of Directors but operating independently, oversees the financial performance and distribution of funds from the Park Tudor Trust, the school's endowment.

### SCHOOL SETTING AND CAMPUS

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Park Tudor is located on the north side of Indianapolis on the grounds of an early 20th-century apple orchard and country retreat for the sons of Eli Lilly, founder of the Indianapolis pharmaceutical company. Attractive and ably maintained, the generous campus features separate facilities for each of the three divisions; a science center for grades 7-12 that includes five laboratories, three prep rooms, a computer lab, and an independent research lab; and an auditorium and fine arts building with a 425-seat theatre, a studio theatre/classroom, a theatre production workshop, music rehearsal rooms, three art studios, a ceramic studio and outdoor kiln, a photography studio and darkroom, and a dance studio. Clowes Commons houses a dramatic, two-level student dining hall as well as a seminar and reception facility. Foster Hall, built by the Lilly family in 1927 and dedicated to composer Stephen Foster, is an appealing facility for conferences and recitals.

Athletic facilities include three gyms, wrestling and weight rooms, a fitness deck, an indoor track, and a climbing wall. Outdoor athletic facilities include a lighted track and artificial turf football field (both slated for refurbishment in the summer of 2016), lighted soccer/lacrosse fields, a lighted baseball/softball



complex, and 12 tennis courts. Recent landscaping projects have enhanced campus accessibility and environmental sustainability. The campus also includes a warm and inviting home for the Head of School, which was completely remodeled within the past five years.

Park Tudor is situated in Meridian Hills, a friendly community that combines the best aspects of urban and small-town living. Just three hours from Chicago and four hours

from St. Louis, Indianapolis is a lively, welcoming city of nearly 2 million people. Thanks to a diverse economy led by healthcare, education, manufacturing, and tourism, Indianapolis emerged from the recent recession stronger than most Midwestern cities. It has recently enjoyed a 4 percent job growth rate, and last year, *Forbes* ranked Indianapolis eighth on its list of best places for business and careers. The city recently completed \$3 billion in infrastructure improvements, including a new international airport, an expanded convention center, and a multipurpose stadium. The Indianapolis Cultural Trail, a model urban bike and pedestrian path, connects six downtown cultural districts.

Rich with history and cultural offerings, the state capital is the home to the NCAA, the American Legion, and the world's largest children's museum. Residents enjoy a city center rich with restaurants, arts and entertainment venues, and inviting recreational spaces. The redeveloped Indiana Central Canal, White River State Park (home to the city's highly regarded zoo), and Eagle Creek Park are popular destinations for biking, hiking, and boating. Collegiate and professional sports – including the Pacers, Colts, and the Indianapolis 500 – are an exciting and popular part of the city's identity and culture. Overall, Indianapolis is an attractive, accessible, family-friendly city with myriad resources to support and enhance the Park Tudor community.

## HIGHLIGHTS OF THE EDUCATIONAL PROGRAM

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Park Tudor is one of only four independent schools in Indiana to offer education from pre-kindergarten through high school. The program begins at the Hilbert Early Education Center, an attractive facility that offers full-day junior and senior kindergarten programs for more than 100 students. The Lower School, serving students in grades 1-5, takes an integrated, liberal arts approach to learning through a rich curriculum that includes music, art, dance, drama, physical education, technology and Spanish. Lower School students also benefit from the Math in Focus curriculum (the American adaptation of Singapore Math). The Middle School, grades 6-8, prepares students for the rigors of the Upper School in an active environment tailored to the needs of young adolescents. The Middle School curriculum includes computer science and collaborative design-thinking projects. The Jane Holton Upper School offers a comprehensive college preparatory curriculum with 16 Advanced Placement courses and a wide variety of electives. For a detailed look at the curriculum in each division, visit the school's website: [www.parktudor.org/academics](http://www.parktudor.org/academics).

Here are a few highlights:

- Instruction in world languages begins in junior kindergarten, with Spanish offered through grade 5. In grade 6, students elect to continue Spanish or begin French. Latin is offered beginning in grade 9. Upper School graduation requirements include two years of a single language, though most students take more. AP classes are offered in Spanish, French, and Latin. Seniors may study Classical Greek. Study-travel programs offer international experiences to students in grades 4-12.
- The Global Scholars Program – currently in its 20<sup>th</sup> year – is a unique adaptation of the Advanced Placement/International Baccalaureate programs. Aimed at highly able and motivated juniors and seniors, the program focuses on the ethical, aesthetic, linguistic, and philosophical dimensions of the human experience. In addition to taking five AP classes and a two-year Philosophies of Knowing sequence, participants also complete 200 hours of community service and a series of self-assessment exercises. The self-assessments include feedback from peers and parents, as well as tracking habits and routines that impact mental sharpness and time management. The culminating experience of the program is an independent research program with written and oral presentations to a juried panel.

- The LOGOS Research Science Program is a multiyear course of study for students who want to explore and develop skills in qualitative and quantitative research. The program includes a required course on research methodology, and students often spend more than 150 hours in the summer between junior and senior years collecting and analyzing data. In their senior year, students meet regularly with the Chair of the Science Department to complete their project and present their findings.
- With support of the Lilly Endowment, The Russel & Mary Williams Learning Project was created in 2003 to serve all Park Tudor students by providing the knowledge, evaluation tools, and expertise to meet the unique learning needs of each child. All Park Tudor students complete learning styles inventories at various points in their academic career, and the Learning Project staff – a team of six school psychologists and counselors – can help tailor assessments and feedback, tutoring services, and/or assistive technologies to support the needs of individual students.
- Park Tudor’s Community Engaged Learning (CEL) initiative connects students with nonprofit organizations, government agencies, and businesses to encourage social responsibility as well as the development of specific skills and knowledge. The program blends service learning, community service, and community-based educational experiences. For example, Lower School students visit a local children’s hospital to teach arts and crafts; Middle School students celebrate WaterWeek and raise money for wells in developing countries; Upper School students are helping save monarch butterflies by making the Park Tudor campus an attractive stop along a major migration route.
- Park Tudor is committed to expanding student perspectives by connecting them with varied places, cultures, and experiences through foreign and domestic travel opportunities. Lower School students take a trip to Williamsburg, Virginia, and fifth- and sixth-graders may participate in an exchange program in Uruguay or Spain. In grades 6-12, students have multiple opportunities to study abroad, including immersion programs in Spain, Mexico, and France (in partnership with the Indiana University Honors Program); a summer arts and humanities program in Spoleto, Italy; and trips to China, La Reunion, France, and Guatemala, among others.
- In 2015, Park Tudor established the Innovators Institute, a summer program that emphasizes collaboration, creativity, communication, and problem-solving skills. Students receive three days of innovation skills training before embarking on a two-week course of study in Design Thinking, Business Creation, and Social Entrepreneurship. A Junior Innovators Institute offers computer science courses covering both hardware and software for students in grades 6-8. Based in part on the success of these innovative summer offerings, Park Tudor has developed a new academic schedule for the 2016 school year that includes iBlock classes – unique courses that allow students and faculty to pursue individual passions for an hour a week without the stress of tests or



homework. Early proposals include Commercial Drones and Aerial Photography; Social Dancing; and Food, Hunger, and Social Class in Indianapolis.

- The arts are honored and supported at Park Tudor, with extensive offerings in music, art, dance, and drama. Opportunities to study piano, voice, and string instruments begin in the kindergarten classes. Band is added at fifth grade. Visual arts courses include photography, ceramics, painting, and graphic design. The school has a dedicated exhibition space, and students regularly enter regional competitions. Drama is required in sixth grade, and all seventh-graders take acting or technical theater. The fall play and spring musical are widely popular productions and involve most of the student body, from acting roles to set design and construction to playing in the pit orchestra. Participation is encouraged, and more than 80 percent of Upper School students are involved in both the arts and athletics.



- The comprehensive interscholastic athletics program, which features a no-cut policy, includes 18 varsity and 14 Middle School sports. Intramural athletic competition is available in grades 4 and 5. More than 80 percent of Upper School students participate in athletics, and 71 percent of athletes achieve academic distinction. The school has particularly strong tennis teams (girls and boys) that have combined for 38 regional championships and 13 state titles. The boys basketball team has won the AA state championship four of the past five years, often prevailing over much larger schools. A complete physical education/health program is offered junior kindergarten through grade 12.

## **OPPORTUNITIES AND CHALLENGES FOR THE NEXT HEAD OF SCHOOL**

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The Park Tudor community was struck by two separate wrenching events in the past year. In December 2015, the school learned that a basketball coach had exchanged explicit text messages and images with a student. The coach's employment was terminated, and he was charged with a federal criminal offense. He pleaded guilty and is awaiting sentencing. In January 2016, Head of School Matthew Miller took his own life. These incidents and their aftermath have left the community wrestling with some difficult questions and strong emotions.

Associate Head of School Peter Kraft has ably stepped into the role as Interim Head of School. He will continue through the 2016-17 school year and has announced that he will not be a candidate for the permanent appointment. As an experienced and highly respected school leader, Mr. Kraft is well positioned to shepherd Park Tudor through the coming year. He will offer a steady hand in the day-to-day management of the school and is poised to help the community reflect, learn, and heal in the wake of these tragedies.

Rebuilding trust and restoring a sense of stability at Park Tudor will take time, and at times the next Head's tenure will undoubtedly be shaped by echoes of these two traumatic events. At the same time, the school has demonstrated great resilience and is more committed than ever to its core mission and values. The incoming Head of School will be able to draw on the school's historical strength to restore a sense of optimism and forward momentum for the institution.

Among the specific opportunities and challenges awaiting Park Tudor's next leader are the following:

**SCHOOL CULTURE & COMMUNITY** Park Tudor has long enjoyed the support of passionate, engaged families and faculty members who care deeply about the school and its students. The incoming Head will have an opportunity to harness the energy of the school's most involved constituents and



appropriately recognize outstanding contributions to the school; however, s/he will need to do so with great care and confidence, carefully managing expectations, maintaining appropriate boundaries, and inspiring a sense of fairness and trust in all members of the community. Park Tudor's constituents desire a Head who invites input and encourages open, honest communication whenever possible and appropriate, but who also knows how to make firm decisions and stand by them in the face of any pushback.

**ADVANCEMENT** Trustees, faculty, parents, and alumni are committed to ensuring that the reputation and performance of Park Tudor remain stellar, a task that will require the school to be vigilant on several fronts, including admissions, communications, and development.

**Admissions** Demand for a Park Tudor education remains strong, but as local private and public schools become more competitive and tuition continues to rise at more than 3 percent annually, school leaders recognize that Park Tudor must be more attentive than ever to the importance of honing the school's unique value proposition, staying ahead of demographic trends, and offering the outreach and financial support necessary to enroll outstanding students – especially with an eye toward diversity of all types and maintaining high academic standards. The next Head of School will have the opportunity to craft a comprehensive enrollment management plan to keep Park Tudor on secure financial footing.

**Development** Park Tudor successfully completed its last major fundraising effort – an \$18 million capital campaign – in 2010. Many feel the time is now right for another capital campaign that will help the school keep pace with peer institutions with regard to facilities, finances, academic programs, and personnel. In taking this next step, the new Head of Park Tudor will have the significant benefit of a comprehensive strategic plan that was unveiled in 2015. Known as PT2020, the five-year plan has three main pillars: Academics, Community, and Sustainability. (Details of the plan are available online at [pt2020.parktudor.org](http://pt2020.parktudor.org).) The strategic plan was developed in concert with an ambitious Campus Master Plan that envisions several possibilities for a contiguous, 12-acre parcel of

land that the school acquired in 2011. Park Tudor has completed a feasibility study and streamlined its fundraising operations and logistics. The investments have paid off with a 70 percent increase in annual fund giving in the past five years. The school will be looking for a Head with demonstrated fundraising experience who can quickly pick up the baton, adopt and further shape the vision for the institution mapped out in the strategic plan, and lead the school through a major capital campaign.

**Communications** The unfortunate events of the past year at Park Tudor opened the school to criticism from the media, and many feel that more effective communication among constituent groups could have helped alleviate some of the school's challenges. Internally, the school is seeking a dynamic, visible, proactive leader who can connect with all members of the community and be both sensitive and strategic when it comes to collecting and sharing information.



Externally, the next Head of School will play a critical role as Park Tudor seeks to renew and strengthen its reputation as a healthy, safe, and welcoming school. The Head will be helped by recent efforts to revise school policies and improve faculty and staff training on child safety matters. The school has also taken steps to refresh and refocus the Park Tudor brand, leading to a new visual identity, admissions materials and website.

**THE ACADEMIC PROGRAM** Park Tudor's academic program is both strong and well balanced, but the school is not content to rest on its laurels. Park Tudor leans toward the traditional end of the spectrum with respect to its curriculum and pedagogy; in recent years, however, the school has embraced more contemporary trends in teaching and learning. The school has mapped its curriculum, broadened its searches for top teaching talent, and introduced several forward-thinking academic programs. Park Tudor's next leader will be expected to keep pace with peer schools and support the trend toward pedagogical exploration and evolution. S/he will have the opportunity to help define an academic program that embraces the community's unique Midwestern identity and values while ensuring that Park Tudor graduates are prepared to succeed at colleges and universities that are increasingly competitive, dynamic, and diverse.

**GOVERNANCE & ADMINISTRATION** In recent years, Park Tudor has juggled multiple changes at the leadership level – some planned and others unexpected. The school has created two Associate Head positions in the past five years, one for Academic Affairs and the other for External Affairs. The school appointed a new Middle School Director in 2015, but family circumstances will prevent him from returning in 2016. Two years ago, Park Tudor's long-time Lower School Director passed away. The Board of Directors has a new Chair this year, and the Board itself is currently evaluating its size and composition. Understandably, the school is seeking a leader who can unify the senior administrative team while aligning the talents and interests of key personnel with the needs of the institution. At the

same time, the Board will welcome a Head of School who can sustain its development as a supportive, effective governing body.

## **WHO SHOULD APPLY: IMPORTANT QUALITIES AND QUALIFICATIONS**

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For a position to begin in July of 2017, the Board of Directors is seeking a strong educational leader and exceptional communicator to guide Park Tudor to the next level of excellence. The school needs an experienced and successful individual who can effectively manage a complex organization, including a talented faculty, a well-educated parent body, and a passionate group of trustees, all with high expectations. The Park Tudor community will embrace a humble and engaged leader who radiates integrity, inspires trust, and demonstrates a genuine interest in the people, mission, and vision of the school.

The headship of Park Tudor School is an excellent career opportunity for a visionary educator who aspires to be the face and voice of a premier JK-12 institution. Ideally, the next Head will offer most or all of the following:

### **PROFESSIONAL QUALIFICATIONS**

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- Broad experience in teaching and administration, ideally as a chief executive or senior administrator at a highly regarded independent school.
- Knowledge of and interest in best educational practices across the JK-12 spectrum.
- A firm grasp of best policies and practices in school governance and working with trustees.
- Demonstrated expertise and interest in fundraising, particularly the design and execution of a major capital campaign.
- Experience shaping school-wide climate and culture to promote a sense of community and a deep commitment to core mission and values.
- An appreciation for the arts and athletics as valuable components of a well-rounded education.
- An ability to hire well, mentor effectively, and build strong teams.
- Excellent academic credentials, including an advanced degree.
- Exceptional communication skills, both oral and written.
- Superior administrative and organizational skills.
- A commitment to focus on matters of child safety.

## LEADERSHIP STYLE

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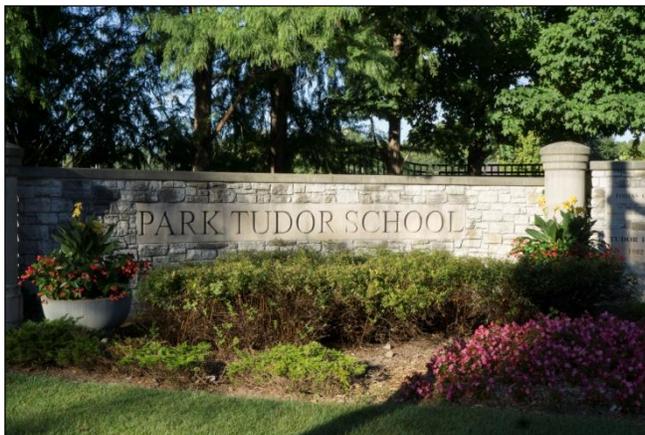
- A principled leader who will act in accordance with the mission, values, and traditions of the school.
- A warm and outgoing leader who genuinely enjoys interacting with all members of the school community.
- A balanced, fair-minded leader who models honesty and who can build relationships and help to bridge differences within the school community through thoughtful communication.
- An inspirational leader who can inspire and unite the community around a clear vision for the future of Park Tudor.
- A confident leader who invites input and listens carefully but is able to make tough choices and maintain appropriate boundaries with various constituent groups.



## PERSONAL QUALITIES

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- Personal and professional integrity.
- A strong moral compass; the courage to make hard decisions and have difficult conversations.
- Exceptional interpersonal skills and high EQ; a person who is outgoing, approachable, and empathetic.
- A commitment to excellence.
- A genuine affinity for young people.
- A passion for teaching and learning.
- Superior communication and listening skills.
- An appreciation for both tradition and thoughtful innovation.
- Energy and patience.
- A desire to be fully engaged in the life of the school.
- A sincere appreciation for the people, culture, and values of the Midwest.



## ANTICIPATED SEARCH CALENDAR

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Application deadline:	August 29, 2016
Selection of semifinalists:	September 15, 2016
Semifinalist interviews:	October 1-2, 2016
Finalist visits:	October 2016
Appointment:	November 2016
Starting date:	July 2017

## APPLICATION REQUIREMENTS AND SEARCH PROCESS

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Acting on behalf of Park Tudor School, Wickenden Associates is actively recruiting talented academic leaders for this unique leadership opportunity. The lead consultants are Jo Butler ([jbutler@wickenden.com](mailto:jbutler@wickenden.com)), Zachary White ([zwhite@wickenden.com](mailto:zwhite@wickenden.com)), and Jim Wickenden ([jwickenden@wickenden.com](mailto:jwickenden@wickenden.com)). All may be reached at (609) 683-1355.

Candidates should submit **no later than Monday, August 29, 2016**, an application package including the following:

- *A cover letter indicating why they are particularly interested in and qualified for the position.*
- *A current résumé.*
- *A statement of educational philosophy.*
- *The names, addresses, and telephone numbers of three references. (We will obtain permission from candidates before contacting references.)*
- *Optional: Other supporting material (e.g. articles, speeches, or letters of recommendation) that would be useful to the Search Committee.*

These materials should be transmitted via email attachment to [searches@wickenden.com](mailto:searches@wickenden.com). Candidates who are new to Wickenden Associates are particularly encouraged to initiate the application process well before the deadline.

After an initial review of applicants, the Search Committee will interview semifinalist candidates on **October 1-2, 2016**. Shortly thereafter, finalists will be invited to Park Tudor for a more comprehensive series of interviews with representatives of the school's constituencies. A November appointment is anticipated. Wickenden Associates will keep all applicants informed of their status throughout the process.

