



**Head of School Job Posting
Christchurch School
An Episcopal 9-12 co-ed boarding and day school**

July 2022 Start

Christchurch School's Board of Governors has initiated a thorough search process to identify and attract the school's next Head of School to succeed the current Head who has announced his retirement. The next Head will take office by the start of the 2022-2023 fiscal year.

OPPORTUNITY

Treasuring the past and planning for the future, the next Head will lead Christchurch School into its second century. Christchurch is an Episcopal 9th to 12th grade, co-ed boarding and day school. Its location in Middlesex County, Virginia on the Rappahannock River offers uncompromised beauty as the setting for a student-centered education curriculum. The Head will live on campus and will be an integral part of a close-knit community.

Within a caring, structured community, Christchurch students discover their infinite value and develop the skills to become compassionate, successful, and engaged global citizens. The school embraces a diversity of backgrounds, nationalities, faith traditions, experiences, and perspectives. Innovation with tradition is a hallmark, and the school guides each student's unique journey to self-confidence, purpose, and identity.

While a significant part of the Head's responsibilities will be externally focused, as the leader of a small boarding/day school, the Head will have the opportunity to get to know each student well. Mentoring, supporting, and challenging each student to grow is a key role for all faculty and staff. The Head will serve as a role model for creating an inclusive culture built around the core values of curiosity, acceptance, integrity, respect, kindness, and self-confidence.

After more than a year of the pandemic, the Head will focus on building a community of students, faculty and staff, parents and alumni that is even stronger than before. Supporting the work of the admissions department to build the pool of domestic and international students who can benefit from Christchurch's pedagogy is a priority as is re-connecting with alumni. The Centennial celebration which will take place over the next year will start the process, and the next Head will continue to form those bonds.

The next Head of School will join a community devoted to its students. The school will welcome a leader who values tradition while being open to innovation as a new century unfolds.

The [Christchurch website](#) has additional information on the school.

Priorities

Thanks to the unwavering dedication of our excellent faculty and staff and the trust of our parents, during the 2020/21 school year, Christchurch has operated with students living on campus as well as learning remotely. Priorities for the next Head include:

- Honoring traditions while moving forward.
- Increasing enrollment.
- Attracting and retaining excellent faculty and staff.
- Nurturing community.
- Creating financial stability.

Skills and Experience

Our Head must lead with honor. The search committee has established the following additional qualifications as priorities for the next Head of School.

- **Boarding school experience.** Life in a boarding school is unique; the search committee believes that this cannot be a new experience for the next Head.
- **Advancement /Fundraising experience.** Candidates must have demonstrated success in the revenue generating areas of a school. Our top priority is recruiting and retaining students followed closely by fund development, including building relationships and making asks of major donors.
- **Leadership skills.** Candidates must have demonstrated success in leading a department, division or school, including strategic thinking and implementation. The search committee will be looking for examples of successful leadership through unexpected circumstances.
- **Communication skills.** The Head will be both the internal and external face of Christchurch; excellent oral and written communication skills will be required.
- **Educational experience.** Candidates must understand and embrace Christchurch's approach to education.
- **Financial acumen.** The Head is responsible for the financial results. Candidates must have experience in managing a budget and in making tough decisions that have a financial impact.
- **Agile thinking and perseverance.** The Head must be prepared to address unforeseen challenges always with the wellbeing of students and our community at the heart of decision making.

Christchurch is an Episcopal school. While the next Head is not required to be an Episcopalian, he or she must embrace Episcopal values and be prepared to lead in concert with them.

In addition to the qualifications identified above, Christchurch has established the following skills and characteristics as foundational.

- Analytical and creative thinking skills
- Complex communication skills
- Digital and quantitative literacy skills
- Local to global perspective
- Teamwork, leadership, and citizenship skills
- Adaptability, initiative, and risk-taking
- Integrity, spirituality, responsibility

We expect our students to have achieved them by graduation, so it is important that the Head as well as faculty be able to model them.

To Apply

Please send a cover letter, resume, statement of educational philosophy and five references to our search consultant: Katherine Whitney – kwhitney@WarrenWhitney.com. Please include “Christchurch HOS” in the subject line. References will not be contacted without permission from the candidate. For best consideration, please apply by July 16, 2021.

The search consultants and the search committee understand the importance of confidentiality and that candidates who apply are also strongly committed to their current schools. We will make every effort to maintain confidentiality as long as possible while being thorough in the search.

Christchurch does not discriminate on the basis of race, ethnicity, gender, gender identity or sexual orientation. The position will remain open until filled.