

UPPER SCHOOL HEAD SEARCH

ST. CHRISTOPHER'S SCHOOL

Richmond, Virginia

stchristophers.com

Start Date: July 2023



St. Christopher's School

Educating Boys For Life



Carney
Sandoe
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

St. Christopher's School knows, loves, and celebrates boys, promotes their pursuit of excellence, and prepares them for lives of honor and integrity, service, and leadership.

At a Glance



Established
1911



Enrollment
1,001



Financial aid awarded
\$3.7 million



Campus Size
48 acres



Upper School enrollment
376



Faculty in the Upper School
51

Students of color: 16%

Total faculty: 133

Students receiving aid: 25%

Student retention: 97.4%

Average class size: 17

Zip codes represented: 52

Endowment: \$68M

Annual operating budget (2021-22): \$35M

Alumni who support the annual fund: 45%

Distinct course offerings: 150

Advanced placement courses: 24

Performing Arts groups: 21

Athletic teams: 49

Number of faculty houses on campus: 28



Overview

For over a century, St. Christopher's School has served the Richmond, Virginia, community as the premier college preparatory school for young men. Serving approximately 1,000 boys in Grades JK-12, St. Christopher's is committed to cultivating a school community that is diverse, inclusive, and welcoming and prides itself on bringing out the best in every boy. The School's Episcopal foundation is at the center of all it does, and developing young men who possess honor and integrity is the School's highest priority. St. Christopher's is a committed global leader, offering exemplary academic and extracurricular programs to help boys develop the character, wisdom, and life skills required to succeed in college and to make a positive impact as leaders in a rapidly changing world. The faculty and staff care deeply about each boy, setting high standards for achievement while providing care and support. Their commitment extends beyond the school day and beyond the school campus into the community.

Founded in 1911 by The Reverend Dr. Churchill Gibson Chamberlayne as the Chamberlayne School for Boys, the School changed its name to St. Christopher's School in 1920 after its purchase by the Episcopal Diocese of Virginia. While St. Christopher's has seen significant growth and advancements since its inception, the School continues to honor its founding principles: honor and integrity; rigorous academics; and service to others. St. Christopher's currently operates from a position of enviable strength: enrollment is at optimum capacity; the talented faculty and staff are committed to the School's mission; and the School has recently further enhanced the picturesque campus with the addition of an impressive new Arts Center. St. Christopher's continues to look towards the future with creativity and optimism as it implements the current Strategic Plan, Momentum 2025, focused on four priorities to forge an even brighter future:

1. Improving the Student Experience: Educating Boys for Life;
2. Empowering Our People: Investing in Our Faculty and Staff;
3. Strengthening Our Community: Creating a More Diverse St. Christopher's;
4. Stewarding Our Resources: Ensuring Affordability and Sustainability.

St. Christopher's success as a school has been rooted in its exceptional understanding of boys and their particular strengths and needs. Faculty and staff at St. Christopher's fully understand the ways in which boys' intellectual, emotional, spiritual, and social development are unique and offer a holistic educational experience tailored to those exceptionalities. Teachers are dedicated to developing and promoting best practices for engaging and teaching boys through research, professional development, and programming. Across all grades and divisions and through the School's innovative research center, the [Center for the Study of Boys](#), faculty and staff at St. Christopher's come to more fully understand the ways in which boys learn and grow. The Center's programming and professional development support both parents and teachers (as well as other educators), delivering important developmental guidance and best instructional practices in support of the School's students.



The Upper School for many years was led by the Headmaster, who in 1992 appointed Tony Szymendera, then Dean of Students, to serve as Upper School Head, a role Tony held until the end of the 2021-2022 academic year. Tony now oversees the development and implementation of the School's strategic plan, and Kim Hudson, Director of the School's Center for the Study of Boys, is serving as Interim Upper School Head.

St. Christopher's School seeks its next Upper School Head to assume the role in the summer of 2023. The Upper School Head holds comprehensive responsibility for all aspects of the program and personnel of the Upper School, which serves boys in grades 9-12. This is an exceptional opportunity to guide a community that is both firmly grounded and forward-looking, working alongside an experienced and passionate faculty, a supportive parent body, and an impressive senior administrative team. In this welcoming and relational community, the Upper School Head plays a critical role as cultural leader of the Upper School and as a role model to faculty and students alike.

Faculty and parents describe the School as family-oriented and relational; well-equipped to teach, support, and care for boys; supported by a deeply-rooted honor system and commitment to developing character; with a fun, open, and trusting culture. Students appreciate the tight-knit community, close relationships they share with teachers, palpable school spirit, and opportunity to grow as leaders.

In the Upper School, students participate in classes and activities with girls from neighboring St. Catherine's School; the schools also share arts and athletics facilities and collaborate on events and programs. While maintaining their distinctive cultures, St. Christopher's and St. Catherine's enjoy a unique and [compelling partnership](#), and the Upper School Heads at the two schools work in close collaboration to ensure programmatic balance, smooth coordination, and day-to-day operation. Upper School students enroll in classes on both campuses, and throughout the day a shuttle runs continuously between campuses. Faculty and staff may enroll children at both schools with generous tuition remission. St. Christopher's owns more than two dozen homes contiguous to campus that a number of teachers and administrators have the opportunity to call home.



Richmond, Virginia

One of America's oldest cities and the Virginia state capital, Richmond surprises unfamiliar visitors with a vibrant food, music, and cultural scene and large-city amenities blended with history and charm. Symphony, opera, ballet, and theater complement multiple museums as well as four universities and the expansive James River Park. A moderate four-season climate, modest cost of living, and a location proximate to beach, mountains, and Washington, DC (all 2 hours) make the city and its suburbs increasingly appealing to both families and young professionals.

Opportunities and Challenges

The priorities, challenges, and opportunities ahead include:

- Leading the faculty in further development of the academic program, in order to ensure that the curriculum provides significant opportunities for students to nurture their individual passions; is inclusive and reflective of the diversity of the community; serves boys with a range of learning profiles; and inspires students and faculty alike;
- Recruiting, hiring, supporting, and retaining a diverse and exceptional faculty, honoring St. Christopher's tradition of hiring teacher-mentors who are fully engaged in the life of the School;
- Shaping, enlivening, and enriching the student experience to ensure that it is relevant, connected, innovative, and distinctive;
- Partnering with members of the senior administrative team to execute the current Strategic Plan, which, among other things, calls for increased opportunities for students to build their skills in leadership, service, entrepreneurship, and innovation;
- Intentionally moving forward in work around diversity, equity, and inclusion, including welcoming an even more racially diverse student body and faculty and fostering a culture of belonging;
- Strengthening and embracing the distinctive coordinate program between St. Christopher's School and St. Catherine's School;
- Supporting students and faculty as they implement a new daily schedule for the 2023-24 school year (still under development); and
- Carefully balancing over a century of history and tradition with a commitment to evolving best practices and openness to new ideas.



Qualifications and Personal Attributes

The ideal candidate(s) will offer most or all of the following qualifications and qualities:

- Deep appreciation and affection for the joys of teaching and leading boys with energy, warmth, and humor in the context of a JK-12 community;
- Eagerness to engage actively with students and faculty, and willingness to prioritize visibility amidst the demands of a busy professional schedule;
- Strong interpersonal skills and the ability to communicate with inspiration and clarity;
- A collaborative leadership style built on approachability, responsiveness, and transparent, intentional communication;
- The ability to articulate vision and strategy and the tactical skills necessary to deftly manage the systems and processes necessary to implement strategy;
- Classroom teaching experience and a track record of supporting and developing teaching faculty;
- Personal and professional commitment to diversity, equity, and inclusion work, as expressed in the St. Christopher's [Diversity and Inclusion Statement](#), and the requisite skills to support critical conversations in the design of ever more inclusive culture, curriculum, and programs;
- Experience recruiting, hiring, supporting, retaining, and leading talented, diverse, and mission-aligned faculty and teams;
- The confidence and humility to advocate for and chase new ideas, invite disagreement, and welcome feedback;
- A playful spirit, optimistic outlook, and sense of humor;
- A commitment to best practices in education, as articulated in the School's [Teaching Excellence document](#), and a dedication to best practices for boys, as espoused by the St. Christopher's [Center for the Study of Boys](#); and
- Familiarity with or appreciation of The Episcopal Church and Episcopal schools and/or an openness to learning about and supporting the School's Episcopal foundation and identity.

Learn More

Click on the links below to learn more about St. Christopher's School.

[School Website](#)

[College Matriculation](#)

[Core Beliefs](#)

[Virtual Campus Tour](#)

[School History](#)

[Employee Benefits](#)

[Strategic Plan](#)



To Apply

Interested candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- Cover letter expressing interest in this particular position
- Current résumé (not to exceed four pages)

Selected candidates may also be asked to provide:

- Writing samples
- List of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission)

Materials may be sent to:

Ben Bolte

Senior Search Consultant
bbolte@carneysandoe.com

Marsha Little

Search Consultant
marsha.little@carneysandoe.com