



Head of School Search

July 1, 2024

Good Shepherd Episcopal School
3201-B Windsor Road
Austin, Texas 78703
<https://gsesaustin.org/>



The
Education
Group



MISSION

Within a nurturing Christian community, Good Shepherd Episcopal School builds in each child the foundation for good character and a lifelong love of learning.

“Good Shepherd has great momentum with its tradition of being a first class school with amazing facilities, staff, and location.”

Alumna and Current Parent



THE SCHOOL

Overview

For over 75 years, Good Shepherd Episcopal School (GSES), a parish day school and ministry of the Episcopal Church of the Good Shepherd, has provided a quality experience for children of Austin, Texas. In a close supportive relationship with the Church, GSES wants every child to feel fully known and fully loved as they explore, create, imagine, and feel successful supported by the friendship of their classmates and love of their teachers. The secret sauce of GSES is the strong sense of a caring community which is present at every level of the school. With this foundation, GSES believes it is forming confident and caring young people ready for great success in their next school experience. The Episcopal Church of the Good Shepherd serves more than 3,600 members, including more than 1,900 households and 1,400 children and youth. Nearly sixty percent of the 160 members of the student body are children of parishioners of the church.

Good Shepherd seeks to provide for young children a developmentally appropriate education in a Christian environment. The school's underlying philosophy reflects the idea that children learn best through play and that a school should provide a safe, happy, enriching place for discovery where children can learn and grow. During their time at GSES, children can see their own progress and mark the milestones of their growth. The goal of the school is to have the children enter Good Shepherd, progress through its program, and graduate, ready for a bigger world.



Good Shepherd is a member of the National Association of Episcopal Schools (NAES) and is a member of and is accredited by the Southwestern Association of Episcopal Schools (SAES).



THE SCHOOL



Faculty and Administration

The dedicated, experienced faculty is loyal to the school and committed to their students, and parents appreciate their adherence to the values of the Church and School. The faculty and staff of approximately 30 professionals have over 450 years of combined teaching experience.

Recognizing the need to carry out a thoughtful and complete Head of School search, Good Shepherd has hired an Interim Head of School to pave the way for the permanent Head of School, whose service will begin on July 1, 2024. A strong administrative team reports directly to the Head of School. These positions include a Director of Admissions and Communication, Director of Institutional Advancement, Director of Business and Operations Manager, Office Manager and Program Support Manager. The Head will work closely with the Rector, The Episcopal Church of the Good Shepherd and the President of the GSES Board.

Governance

Good Shepherd Episcopal School is a parish day school sponsored by The Episcopal Church of the Good Shepherd and under the jurisdiction of the Episcopal Diocese of Texas. The Board works in partnership with the Head of School and with the parish Vestry. Under the School's articles of incorporation and bylaws, the Rector of the parish serves as Chair of the School's Board of Trustees. Also sitting on the Board is a member of the parish Vestry appointed by the Rector. All other trustees are elected to the Board by the parish Vestry after nomination by the Governance Committee of the Board of Trustees. At all times, at least sixty percent (60%) of the elected trustees must be communicants in good standing of the Parish. Trustees are elected to a three-year term and meet monthly during the school year. The Board has the ultimate responsibility for safeguarding the mission and the well-being of the school, overseeing and providing support for the Head of School, and for assuring the school's future.

Good Shepherd is currently implementing a five-year strategic plan (2022-27). The plan, available through the link below, includes as its major planks: financial stability, church and school relations, enrollment management and programs, and leadership and governance.

[STRATEGIC PLAN](#)



THE PROGRAM

Good Shepherd provides programming for two, three and four-year-olds and a Bridge Kindergarten for five-year-olds. Its educational philosophy centers around play-based, character-enriching early childhood programs focused on educating the whole child.

The school believes that play is the work of childhood and structures the day, classrooms, and outdoor playgrounds to provide spaces for free exploration and discovery. In these places, children work on learning self-regulation and social skills, understanding properties of various materials, developing questions to test, and discovering how to create something new. At the heart of the curriculum is each child's innate curiosity and love of learning.

GSES believes that the young child learns through a careful balance of indoor and outdoor play and that all forms of play are essential to the proper social and emotional development that must precede academic development. Good Shepherd maintains that each child learns best in an environment that honors the child's behavioral and developmental age, that each child has the right to grow at his or her own rate, and that a child's developmental age may not equal his or her chronological age.



Academics are best introduced only when a child demonstrates developmental readiness to focus on early table tasks. Key areas of focus include: language/literacy, math, science, social studies, music, art, active and quiet play, and Spanish. GSES believes that careful observation of the child and close communication with the parents allow for the early identification of conditions that may interfere with the learning process. The School also ensures that students are exposed to diverse perspectives that can lead to more positive outcomes in school and life, by finding ways to promote diversity through existing programs. The School's goal is to provide each child with the opportunity to be a socially and emotionally adjusted individual who is prepared for academic development and a lifelong love of learning.

In addition to the regular school-day program, Good Shepherd offers an After-School Enrichment Program and Summer Adventure Camps. The after-school program offers a variety of experiences from the creative, to the academic, to the physical. Summer adventure camps feature experiences for a variety of age levels.



EPISCOPAL IDENTITY

Good Shepherd Episcopal School embraces its Episcopal identity and attempts to live into that identity throughout the program. In conjunction with the church staff, a Chaplain, who is also a lead teacher, directs the Chapel program. The motto, "God's Spirit is Present in All We Do," guides the school's religious program.

Teachers and students gather weekly in the church sanctuary to be reminded of how much God loves them all. Through stories and music, the children learn the ways in which God teaches them to be loving, kind and compassionate people.

The life of every child at GSES is special and to honor each life, there is a birthday chapel service each month. Children who have had a birthday in the previous month come to the altar to receive a special blessing and everyone sings a special version of "Happy Birthday."





LOCATION

The Campus

Good Shepherd Episcopal School is located in the Tarrytown section of Austin, Texas, on the campus of The Episcopal Church of the Good Shepherd. The campus is west of downtown and is surrounded by an older, established neighborhood.

The campus occupies a neighborhood block and houses five separate buildings, three playgrounds, and a parking lot. In 2015, the school was completely rebuilt as part of a \$22M shared capital campaign with The Episcopal Church of the Good Shepherd. School buildings are in excellent condition and are well-maintained. Classrooms and playgrounds are age-appropriate and spacious.



Living in Austin

Austin is the state capital of Texas, an inland city of just over a million people bordering the Hill Country region. It is a booming metropolis but still retains its small town feel with many outlying suburbs and protected greenspaces. Austin, with its many museums and arts organizations is well known as a cultural center. It has an eclectic live-music scene, boasting over 100 live music venues, and it is host to the South By Southwest Conference. Its many parks and lakes are popular for hiking, biking, swimming and boating. Tech business, research and development, and manufacturing concerns involving computers, computer equipment, semiconductors, telecommunications, software, and biotechnology are among the city's major employers. Government, education, and health care services are also primary economic factors. The city is home to several colleges and universities that contribute to its growth, including the main campus of The University of Texas. The city's population is ethnically diverse. Less than half of its people are of European descent, more than one-third of the population is Hispanic, and African Americans and Asian Americans each constitute slightly less than one-tenth of the population.



GOOD SHEPHERD EPISCOPAL SCHOOL FAST FACTS

SCHOOL



Founding Date: 1945

Location: Tarrytown section of Austin, Texas, west of downtown

Memberships and Accreditations:

Accredited by the Southwestern Association of Episcopal Schools (SAES); memberships in the National Association of Episcopal Schools (NAES) and the Texas Private School Association (TPSA)

Religious affiliation: Episcopal

Grades: Two, three and four-year old classes and Bridging Kindergarten (five year-olds). Twos meet 2 or 3 days, Threes 2, 3 or 5 days, and Fours/BK five days.

Enrollment: 162 (54% boys, 46% girls)

FINANCE



Tuition (2022-2023):

\$5,300 - \$11,300

Operating Budget:

\$2 million

FACULTY



Student/Teacher Ratio: 9:1

Faculty and Staff: 30

Average Teaching

Experience: 12 years

(7 years at GSES)

Memberships & Accreditation



National Association
of Episcopal Schools
Excellence Through Association



THE POSITION

The next Head of School will be expected to develop a strong relationship with the faculty and to lead them in advancing the mission of the school. Maintaining and cultivating the already close, constructive relationship with the Church is critical. The Head will be expected to strengthen the academic program while maintaining the focus on an intentional, play-based curriculum. In a small school like GSES, knowing the students, families, and faculty is critically important.

The Head of School is the sole employee of the Good Shepherd Episcopal School Board of Trustees. As the chief executive officer, the Head is responsible for implementing the School's policies and procedures including fiscal operations; the academic program; personnel oversight, evaluation, and management; and health and safety protocols. The Head represents the school to internal and external constituencies and communicates regularly to the Board.

Responsibilities begin **July 1, 2024.**





QUALITIES & QUALIFICATIONS

Desired Professional Qualifications Include:

- Strong management skills
- Ability and experience in leading and coaching the faculty and staff
- Experience at an early childhood school
- Ability to delegate
- Teaching experience
- Strength in curriculum development and assessment

Desired Personal Qualities Include:

- Excellent communication skills
- Ability to build and foster trust
- Passion for working with young children
- A warm, approachable manner
- A positive and inspiring personality
- A communicant of the Episcopal Church (or intent to become one)

Opportunities and Challenges for the New Head:

- Upholding standards of excellence through curriculum development and alignment and a commitment to professional growth
- Maintaining a strong sense of community and relationship with the Church
- Continuing to honor the Mission of the School
- Staying competitive with other schools
- Faculty/staff recruitment and retention
- Building clarity and trust among the faculty and administration
- Providing constructive opportunities for parent involvement and support

**“Whether it is
the formation
foundation, the
friendships or
the memories,
there is
something truly
magical about
this precious
school that stays
with you long
beyond the days
you get to spend
here.”**

*Current & Past
Parent*



HOW TO APPLY

Prospective candidates should send the following materials in a single PDF document to the search consultants.

- Letter of interest specifically addressing this position and school
- Resume (education and work experience with dates)
- Statement of educational leadership philosophy
- List of five professional references with contact information and relationship to the candidate

Candidates will be evaluated as materials are received.

Good Shepherd Episcopal School does not discriminate on the basis of race, color, religion, national or ethnic origin, gender, sexual orientation, or any other legally protected status in the administration of its educational, admission, financial aid or employment policies, or any other programs administered by the School.



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