



Head of School Search

Position Starts July 1, 2024

Eugene, Oregon | oakhillschool.net



OAK HILL
SCHOOL

About the School

[Oak Hill School](#) (OHS) in Eugene, OR was founded in 1994, is accredited by the Northwest Association of Independent Schools, and is licensed by the state of Oregon. As the only non-religious, private independent school in the Eugene area, the school is proud to offer a well-rounded pre-K to 8th grade education to 157 students that prepares them for the area's public and religiously affiliated high schools. The beautiful 72-acre campus is the perfect place for children to explore, learn and grow. OHS develops close partnerships with families, and parents are active volunteers on campus, resulting in a warm, nurturing community where each child is supported and encouraged.

In addition to core academics and small class sizes, the school nurtures the whole student through a robust program that includes world languages starting in kindergarten, music, art, theater, visual arts, technology, physical education, athletics and activities, nature education, daily exposure to outdoor pursuits and an array of after-school offerings.

Mission and Values

Oak Hill School's mission is to provide the best pre-kindergarten through 8th grade education, creating caring and responsible critical thinkers.

OAK HILL SCHOOL'S EDUCATIONAL PHILOSOPHY AND OBJECTIVES ARE TO:

- Provide a strong foundation in core academic disciplines
- Develop higher-order critical thinking skills for intellectual pursuits
- Educate the whole citizen to think globally, ethically and humanely
- Foster the values of integrity, honesty and respect
- Cultivate emotional, social and physical development and well-being
- Support the development of self-confidence
- Promote compassionate conduct appropriate for today's multicultural world
- Engage students to participate actively and responsibly in learning and in leadership



The Program

Oak Hill School's comprehensive academic and enrichment programs are integral to graduating students who stand out as extremely well-prepared leaders of all kinds. The curriculum focuses on vigorous core academics, while also emphasizing project-based and experiential learning. Students are exposed to Mandarin, French and Spanish beginning in kindergarten through Grade 2, and beginning in Grade 3, students choose one of the three languages to study through eighth grade. The faculty and staff work to challenge each student, while also helping children develop strong interpersonal skills. Arts, music, theater, public speaking and connection to the outdoors are part of the holistic approach to educating the whole child at Oak Hill School. Students are makers at Oak Hill School and their art work is displayed all around the beautiful campus.

Beginning in the Middle School (Grades 6-8), students cycle through a three-year health class using the OWL (Our Whole Selves) curriculum, paired with character education in their advisory time. The small class size of between 14 and 18 students ensures that students receive individual instruction, as well as learn the skills needed to build strong classroom cultures marked by care, trust and respect.

Oak Hill School has an extensive after school program, as well as Camp Wild Oaks, a day camp during the summer.

Signature Programs and Events

THE SCHOOL'S OUTDOOR PURSUITS PROGRAM

builds student leadership skills, independence, and confidence. Middle school-age students apply their natural world and physical fitness education to outdoor pursuits. From snow camping to summiting 10,358-foot South Sister in the Cascades, middle school students are immersed in character building pursuits as they learn essential outdoor skills, such as trip planning, knot tying, shelter building, fire starting, map and compass navigation, and the 10 essentials for survival. They also build self-confidence, respect for nature, and connection with the outdoors along the way.



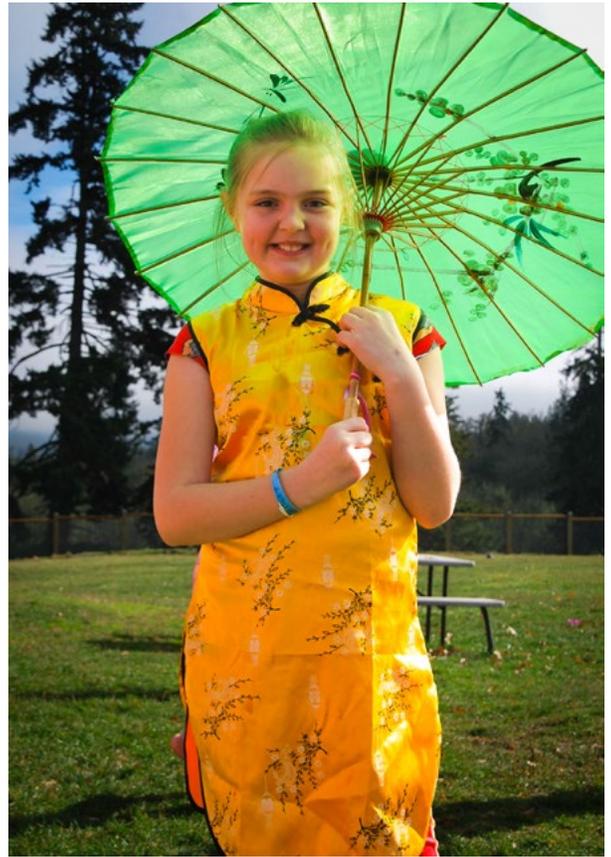
BACK TO SCHOOL BBQ & NEW FAMILY ORIENTATION In the first weeks of the school year, all Oak Hill School families and employees come together on a beautiful fall evening to grill, eat together, and get to know new families. Administration is available for any questions parents have.

VISITING ARTIST FROM MEXICO Each October, the school invites artists from Guanajuato, Mexico to visit campus and work with OHS students on Dia de los Muertos-themed projects. These visiting artists-in-residence have been papier-mâché experts, ceramicists, and practitioners of other traditional folk

arts. The artists and Oak Hill students then create Day of the Dead ofrendas at the Jordan Schnitzer Art Museum on the University of Oregon campus.

TURKEY TROT is an annual fundraiser and community event immediately prior to Thanksgiving Break that highlights the OHS commitment to physical fitness and healthy lifestyles. A cross-country track is laid out that encircles the OHS facilities (with a shortened version for our pre-K and K students), and parents and students alike run it. The winning students receive prizes (sometimes in the form of a frozen turkey) and everyone eats pumpkin pie at the conclusion. Some joggers have been known to wear turkey costumes!

CHINESE LUNAR NEW YEAR Celebration occurs annually in late January or early February. Lower School students are able to don traditional Chinese silk clothing and play traditional Chinese games. There is a dragon costume that three students at a time are able to wear and parade around the playgrounds. Middle School students practice their calligraphy and eat traditional Chinese celebratory foods such as mooncakes. The event is open to all of our community, and we encourage grandparents and parents to attend and volunteer.



EQUINOX DAY began 26 years ago as a partnership between Oak Hill School students and students from Guanajuato, Mexico. The day begins with an annual tree planting ceremony complete with poetry readings from students in the three world languages taught at Oak Hill (Spanish, French, and Mandarin), a wonderful outdoor gathering of the whole school, and a cultural festival throughout the day in collaboration with master's students from the University of Oregon's International Studies Program, sharing their countries and cultures of origin.

MOTHER'S DAY Plant Sale happens on the Friday afternoon before Mother's Day weekend and is another tremendous community event. Our green-thumb families donate starts, cuttings, flowers, bulbs, and potted plants of all sorts to the "green" yard-sale-style event. Visitors wander through the beautiful OHS central garden and take in the wonders of this campus in its spring glory. In the past, arts & crafts have also been available as well as live music to add to the ambiance. All proceeds go to support the OHS garden project.

OAK HILL SCHOOL DAY is a community wide celebration at the end of the school year, where families gather for games, food and celebration. The morning kicks off with a Jog-a-thon fundraiser, leading into the afternoon where families can view student art around campus, students play games and enjoy bouncy houses, and food trucks are brought in for community eats and treats. This year in 2023, a ceremony will take place to name our newest building, completed just as the COVID-19 pandemic began, which never had a formal christening. Students will perform various musical numbers. Donors are invited to come back to campus who were part of the building project, and we will conduct a ribbon-cutting ceremony.



The Campus

The school's campus spreads out over 72 acres of fields, oak savannah, forest, ponds, and many trails for students to explore and engage with the natural world. The multiple classroom, specialist, and administration buildings sit on a rise overlooking breathtaking mountain views. The pre-K and first grades share a building, second and third have a building, fourth and fifth grade share a space, and then the middle school occupies two buildings with state-of-the-art science and classroom facilities. The school has an extensive vegetable garden, a large gym, separate art building with a ceramics studio, a black-box theater and outdoor amphitheater, and wonderful outdoor play areas. The school playground is being fully renovated this summer 2023.

The lower school buildings echo farm houses and barns, giving homage to the original working 1900s horse farm on the site before the school acquired the land in 1994. The original farm house is currently used as the administration building with gathering spaces for parent and faculty meetings. The economical sustainable buildings used for fourth through eighth grades are modern, light-filled structures with soaring ceilings and dramatic roof lines.

The campus is truly a place made for children. There is room to run, explore, and revel in the natural beauty of the surrounding countryside.



*“The community
and the outdoor
programs set
the school apart
and have been a
wonderful influence
on my life.”
– OHS Alum*

The Acorn Community

Oak Hill School families are genuinely involved and committed to supporting the students, staff, culture and community. Similar to a PTA or PTO, the purpose of the Community Support Association (CSA) is to encourage family involvement in school activities, facilitate communication between parents, teachers and administration, and work cooperatively with faculty and administration to strengthen the community. The CSA brings parents together and reminds them that extraordinary effort and enthusiasm is an important part of the Oak Hill School community.

Family involvement is such an important cornerstone to the school's success and student achievement. Every family is asked to donate 30 hours of school-related community service each year. This volunteer service is invaluable and contributes greatly to the various events and activities that support the students and staff.



“The students and teachers form strong relationships and I know that my student’s teachers care about my child.”

– OHS parent

Governance and Finances

The nine-member board of trustees is responsible for the long-term health of the school and is committed to making sure that Oak Hill School will thrive today and well into the future. Members of the University of Oregon faculty sit on the board, along with current parents who bring knowledge about marketing, human resources, business, and non-profit governance. Trustees are knowledgeable about and very involved in the larger Eugene community.

For the 2022-2023 fiscal year, the operating budget anticipates total revenue of \$2,848,000 of which 98% is derived from net tuition revenue. As of April 30, 2023, total school assets were valued at \$8,330,000. The decision to close the high school at the conclusion of the AY 2021-2022 has resulted in a more sustainable financial model for the school.

Oak Hill depends heavily on tuition revenue, with about 95% of the school's income generated from tuition. Almost 77% of expenses are related to compensation, and over 14% of expenses are devoted to financial assistance. Approximately 40% of the students receive tuition assistance. The school has one outstanding loan of around \$400,000 from the construction of one of its buildings. Annual Fund donations in 2021 were \$131,000 and \$188,000 in 2022.

**FY 2022/23 ANTICIPATED
TOTAL REVENUE**

\$2,848,000

**TOTAL SCHOOL
ASSETS**

\$8,330,000

**2022 ANNUAL
FUND DONATIONS**

\$188,000



Eugene, Oregon

Eugene, Oregon is at the south end of the Willamette Valley where two large rivers and many smaller ones meet. It is also a place of converging ideas. Eugene is full of artists, innovators and visionaries. Alongside the new is the deep history of the [indigenous peoples](#) who were there first and are still in Eugene today. This destination strives to be welcoming by designing [accessibility](#) into growth plans and taking leaps toward a more sustainable future.

Eugene has a lot of nicknames because it supports a community that is passionate in all its pursuits. Eugene is TrackTown USA for elite athletes around the world, the Silicon Shire for leaders in the tech industry, A Great City for the Arts & Outdoors for its local residents, Home of the Ducks for collegiate sports fans and Emerald City because of the lush green fern forests full of trails for exploring in any weather.

Eugene is a renaissance city and the people here are full of dedication and grit. Compared to other larger cities, the cost of living in Eugene tends to be moderate for the quality of life presented. The University of Oregon is the largest employer in the area, followed by the two hospitals and medical specialty clinics, as well as a wide range of private industry.

Access to the wonders of the Pacific Northwest are ideally situated near Eugene. It is an hour to the Oregon Coast, two hours to Bend in the high desert with great skiing and hiking, three hours to Mt. Hood, and about an hour and a half to Portland, Oregon's largest city. Eugene is a small city with a big heart and a wonderful place for families and outdoor enthusiasts.

Future Leadership of the School

The Oak Hill School Board of Trustees seeks a dynamic and entrepreneurial leader interested in partnering with the community to grow the school, nurture the holistic educational experience, and establish Oak Hill School as the premier pre-K to 8th grade independent day school in Eugene, Oregon.

Eric Temple and Joan Beauregard of Educators Collaborative are guiding this search to identify and recruit the next Head of Oak Hill School. They solicited input from stakeholders through meetings when visiting the school and through an online survey. These constituents included faculty, staff, administrators, parents and trustees. Based on impressions of the consultants, as well as input from the Search Committee, the following represents a summary of Oak Hill's strengths, challenges and opportunities, and the desired qualities and skills of the next Head of School.

Strengths of the School

- A warm, welcoming community that values supportive relationships among its members.
- Small class sizes where faculty truly know each student.
- Parents and educators who are committed to cultivating creative, socially and environmentally curious thinkers who will go on to become real-world problem solvers
- A community belief in the benefits of a pre-K to 8th grade school which educates students on a connected continuous campus.
- The wide range of enrichments, electives and after-school programs that offer students opportunities to discover new passions and skills.
- Students enjoy their interactions with adults and are encouraged to be kind, positive and accepting of each other.
- The Natural World and Outdoor Pursuits programs are a highlight for the students and deeply appreciated by the parents and school community.
- The exceptional opportunity to offer and continue to develop programs that take full advantage of the campus, which includes 72 wooded acres of oak savannah, orchards, forest, grasslands and rolling hills.
- Beautiful classroom facilities, including state-of-the-art science facilities in the Middle School.
- A supportive Board of Trustees that is deeply committed to the strategic development of Oak Hill School while understanding and supporting the Head's role in leading and managing the operations of the school.



“I love the small class size and that I can get to know each of my students.”

– OHS faculty member

Challenges and Opportunities for the Next Head of School

- 1. SCHOOL IDENTITY:** Careful analysis and attention need to be devoted to understanding who Oak Hill School is today and will be in the future. Specific areas of focus include:
 - a) The creation of a clear vision of the school and a plan to reach that vision will play an important role in creating a collective sense of purpose and direction, especially as it aims to grow after the COVID-19 pandemic.
 - b) Energize and lead efforts to re-engage the internal and external community in the life of Oak Hill School.
- 2. COMMUNICATIONS:** Evaluate and develop clear communications with the school community to develop understanding, engagement and support.
- 3. ENROLLMENT MANAGEMENT (RECRUITMENT AND RETENTION):** All constituents, working together to effectively tell Oak Hill School's value, will ensure the long-term success of the school. Attention needs to be paid internally and externally to promote the advantages of the full pre-K-8 experience.
- 4. FINANCES:** Ensure the financial sustainability of the school through careful analysis of school operations – income and expenses.
- 5. PROGRAM:** The academic program straddles the delicate balance of respect for faculty autonomy and an acknowledgment that efforts need to be made to create a cohesive academic program through the examination of the vertical alignment of the curriculum. The strength and virtues of the program must be better communicated to the community.
- 6. DIVERSITY, EQUITY AND INCLUSION:** Efforts need to continue to articulate the school's understanding and commitment to diversity, equity and inclusion as central to fulfilling the mission of the school to "creating caring and responsible critical thinkers."
- 7. PROFESSIONAL SUPPORT AND EVALUATION:** Careful attention needs to be paid to providing leadership and support to a dedicated faculty and staff. Specific areas of focus would include:
 - a) Ongoing professional development in pedagogy and curricula development.
 - b) Evaluation of faculty compensation with an eye toward faculty retention, recruitment and hiring.
 - c) Leadership and support of the school's commitment to diversity, equity and inclusion.
- 8. PHYSICAL PLANT:** Continue the evaluation of a diverse campus and plant needs, with attention to addressing deferred and ongoing maintenance, as well as future improvements.
- 9. GOVERNANCE:** The Head and Board will need to work in partnership to keep Oak Hill School relevant and responsive to changing times and the needs of the community.



Qualifications and Attributes of the Next Head of School

- An astute listener and observer with the skills to quickly understand the school and who will work with the board, faculty and staff to create a plan and courageously take the steps to move forward to a stronger, sustainable future.
- A willingness and interest in taking a critical leadership role in enrollment management (retention, recruitment and growth) and marketing.
- Strong financial acumen accompanied by a commitment to fundraising.
- Experience in building trusting relationships and engaging multiple constituencies within the school community and the greater Eugene area.
- A proven record of identifying, developing, motivating and retaining a talented faculty and staff.
- An articulate and charismatic spokesperson in the school community and the greater Eugene area.
- An outgoing and warm personality with a genuine desire to engage in the school community at every level.
- An authentic leader who is enthusiastic about the positive benefits of diversity, equity, and inclusion.
- An innovative visionary who is willing to look and think outside the box.
- Evidences an abundance of characteristics typically found in successful school leaders: present, approachable and responsive, courage with kindness, character above reproach, excellent verbal and written communication skills, relationship builder, data-driven decision-maker, lifelong learner, humility, a sense of humor and the ability to work collaboratively and productively with stakeholders to work through conflict and build consensus.
- Solid understanding of best practices in independent schools and the ability to build systems for effective and efficient operations.

How to Apply

Candidates interested in this position are asked to submit the following materials in a single merged PDF document by August 1st:

- EC Candidate Summary Sheet and Disclosure Form (contact Joan Beauregard and/or Eric Temple for the documents)
- Letter of Interest addressed to the Search Committee
- Current résumé
- Statement of Educational Leadership
- A list of five or more references with contact information (including phone numbers and email addresses)
- Up to three letters of reference (optional)

PLEASE EMAIL ANY INQUIRIES OR EXPRESSIONS OF INTEREST TO:

Joan Beauregard, Partner, Educators Collaborative

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Oak Hill School provides equal employment opportunities to all personnel and applicants for employment without regard to race, color, religion, gender, ancestry, national origin, citizenship status, genetic information or condition, sexual orientation, gender identity or expression, age, disability, pregnancy, military status, or status as a veteran, or any other status protected under local, state or federal equal employment opportunity laws or regulations.