



# HEAD OF SCHOOL SEARCH

## All Saints Episcopal Day School

### Hoboken, NJ

### July 2023

## Our Mission, Vision and Values

All Saints Episcopal Day School is a diverse community committed to academic excellence and social responsibility for students from Nursery to Grade 8.

### At All Saints, we help children develop:

- A commitment to personal excellence
- The discipline and integrity to be successful in school and in life
- A responsibility for this planet and a gratitude for its beauty
- A sense of spirituality through social action and service
- A sincere love of learning

### At All Saints Episcopal Day School we believe...

- Children need opportunities to grow intellectually, emotionally, physically and spiritually.
- Education should instill an appreciation and responsibility for the earth and all living things.
- Cooperation and teamwork are key elements for personal development.
- Children are best served when families and schools work in partnership with one another.
- Self-awareness is essential to understanding our connections
- to our neighbors and our world.
- Children can make a difference by giving of themselves to others.



## Our Statements

### Strategic Vision Statement

Where inspired academics fuel passion, purpose and action to honor the enduring truth that we are all one.

### Episcopal Identity Statement

All Saints Episcopal Day School, established in 1985 as an outreach mission of All Saints Episcopal Parish, was founded upon and espouses the sacred tenets of the Episcopal Church: to love our neighbors as ourselves, strive for justice and peace among all people, and respect the dignity of every human being.

The School serves children of all faiths and embraces a view of spirituality that is broad and inclusive. The School values religious diversity and provides opportunities for students to understand and appreciate a variety of different religious traditions and celebrations. This inclusive approach to spirituality helps children grow with open hearts full of love, joy and compassion.

### Diversity Statement

All Saints is a diverse community that respects each others' differences in spiritual belief, family composition, socio-economic background, race, ethnicity, sexual orientation, gender identity, and physical and intellectual ability. We believe that our diversity makes us an educationally dynamic and insightful community.

Sharing a wide variety of human experiences allows us to develop a deep understanding of the world. At All Saints we are committed to a culture of "Mitakuye Oyasin," a Lakota expression that means "We are All Related." We all belong to the same human family and depend on one another to create a community in which everyone feels a sense of belonging.

We strive to maintain our diverse culture by taking a thoughtful approach to admissions, hiring and curriculum. We make a point of recruiting students and staff from organizations that serve under-represented populations and we always strive to make all families feel welcome in our community. Our curriculum is designed to expose the students to a wide range of beliefs and we work with students at all grade levels to develop their critical thinking skills, their ethical acumen and their ability to accept and assimilate new information.

By being exposed to a diverse set of beliefs and backgrounds, children learn to examine and gain confidence in their own views while also developing a curiosity about the human spirit and a true understanding that there are many ways of looking at the world. We believe that it is the diversity of our culture that teaches our students how to interact with others using conviction, compassion and grace, and allows them to walk among many while remaining true to themselves.



## Anti-Racist Statement

All Saints Episcopal Day School has been and continues to be committed to striving for equality, challenging injustice, and serving others. It is our duty and responsibility to examine, question, challenge, and disrupt the myriad ways that systematic racial inequity and discrimination impact education, society, and the world. We begin this work by looking inside ourselves, and we commit to growing as part of this community. We believe that it is necessary to learn, teach, and actively engage in ways that challenge the existing systems and strive to build a more equitable, just society.



## Our Campus

Nestled in two enchanting 19th century fieldstone buildings on Clinton Street and Washington Street, the All Saints campus has been a landmark of historic Hoboken since the city's founding.

### Our Locations

Our 707 Washington Street campus houses Grades 1-8 and includes a Media Commons, Gymnasium, and Commons & Cafe.

Our Clinton Street building, also known as the Saint Nicholas Center (or SNC), houses our Nursery, Pre-K and Kindergarten classrooms, along with an art studio, our purposefully designed Imagination Station and our administrative offices.

## Academics

### Principles & Philosophy

Students and educators at All Saints Episcopal Day school are part of a diverse and inclusive community of inspired learners, researchers, and communicators who seek to make the world a better place.

### Passion - Purpose - Action

A culture of “striving to be one’s best self” exists at every level of our school community, with even our youngest students exploring ways they can make a positive difference in the world. Engagement in rigorous academics provides the raw materials needed to equip our student leaders as they seek to confront and tackle the complex challenges of our time.

All Saints achieved authorization as a Middle Years Programme School in the spring of 2018, and currently is a candidate school for the Primary Years Programme (PYP), with plans to achieve authorization by Spring 2023.



# All Saints Educational Programs

## Early Childhood: Nursery, Pre-Kindergarten & Kindergarten

Students attend half-day or full day Nursery and Pre-K programs and attend full day for Kindergarten. Our creative curriculum is based on the belief that early childhood learning is best lived out in small, well-defined centers where children can work at their own pace and discover things in their unique way.

**At All Saints, early childhood learning is a time for exploration and discovery.**

Our classrooms are arranged into small, well-defined centers where children can work at their own pace, create plans for their play and learning, and follow their own interests – all in the context of learning to be part of a larger community. When children are given the freedom to experiment, to make mistakes and then to learn from those mistakes, they are developing skills that will foster a lifetime of authentic and productive learning. Working with blocks, sand or paint lays the foundation to develop important problem-solving, reading, math and science skills.

## Milestone Projects



### Nursery ~ The People that Make Our Community Run

After becoming comfortable in their first classroom environment, Nursery students set out to discover what lies beyond the walls of their room. As part of their milestone project, the Nursery class conducts interviews of the teachers and staff members who make our school run.



### Pre-Kindergarten ~ The All Saints Post Office

For two weeks in May, the Pre-K classes transform their classroom into the All Saints Post Office. To initiate this project, Pre-K students study the various roles of postal workers in the community and visit the Hoboken Post Office on Washington Streets.



### Kindergarten ~ Farm Day

While in Kindergarten, students have the opportunity to transform from urbanites to farmers! Throughout the year, the students study a variety of farm animals as well as the importance of farms in society.

## STRATEGIC VISIONING STATEMENT

*All Saints Episcopal Day School: Where inspired academics fuel passion, purpose and action to honor the enduring truth that we are all one.*

## Elementary: Grades 1 - 4

With the foundations developed in Early Childhood, our diverse student body continues to gain independence and take more ownership of their learning.

**Children learn best when they find personal meaning in their study. The curriculum includes a number of experientially based, hands-on learning activities and programs.**

First Graders study their community, Second Graders study the United States, and Third Graders study the world. Fourth Graders hone all of the experience and skills developed through their Elementary years to identify and investigate an issue in their community. This action research course culminates in a formal presentation to the Hoboken City Council.

### Milestone Projects



#### Grade 1 ~ Waffle Inn

The Waffle Inn, the First Grade milestone project, is a longstanding tradition at All Saints. Each year, the students transform an area of the school into a restaurant with the house specialty being – you guessed it – waffles!



#### Grade 2 ~ U.S. Postcard Project

In Second Grade, learning comes alive for students as they explore their country's geography, national monuments, and historic landmarks through the collection of postcards from across the United States.



#### Grade 3 ~ Bard Bash

During this exciting project, Third Graders embark on a year-long learning experience about William Shakespeare culminating in the premiere of “Bard Bash: The Movie” and a Renaissance Faire.



#### Grade 4 ~ Action Research

In Fourth Grade, students participate in a specialized “Action Research Course”. During this course, students conduct a yearlong action research project based on an area of need within the City of Hoboken.

*We strive to create an academic, social, and spiritual climate where people learn, work, and play together with respect, responsibility, and understanding.  
That's the All Saints Way.*

## Middle School

Middle School is a time of exceptional social, emotional, and cognitive growth. These years mark a profound period of change in the human lifespan.

### Our approach

While physical changes are obvious and well-known, the transformation that happens in the interior life of a middle-schooler is no less dramatic or profound. At All Saints, the approach to teaching and learning, curriculum offerings, and opportunities for student engagement are all designed to meet the myriad needs of young adults at this critical time of growth and development.

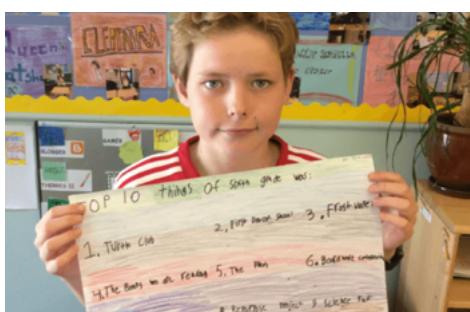
In the middle school years, learning how to navigate new social situations, emotional states, and different kinds of relationships is as important as learning how to write an essay. With this in mind, we provide students with a physically and emotionally safe environment that is vital to their healthy development and security for exploration at this age.

### Milestone Projects



#### Grade 5 ~ Brad Ost Memorial Blessing of the Animals

Students in the Fifth Grade spend the year focusing on the Human-Animal Bond. They read a variety of books related to human-animal interactions and study the benefits of pets on human mental, physical, and social health.



#### Grade 6 ~ The Turtle Club

Sea Turtles overcome enormous obstacles in their lives and the Turtle Club celebrates people who have, likewise, overcome great odds and helped their communities by having courage, perseverance and a strong will to do the right thing.



#### Grade 7 ~ Living History Project

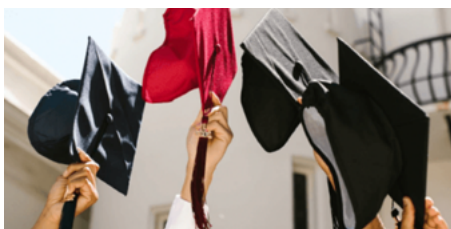
Completed halfway through the school year, this project provides Seventh Grade students with an opportunity to continue their exploration of the culture, religion, politics, and society of America during the Revolutionary period by conducting an investigation into the life of one of America's founding fathers or mothers.



#### Grade 8 ~ Community Project

Throughout the year, students in Grade 8 experience the themes of the school's mission statement as they relate to the greater community and the world community.





## A Life After All Saints

The final leg in the All Saints journey includes family participation in our comprehensive high school placement program, which results in our students going on to study at an impressive array of prestigious day and boarding high schools in the metropolitan region and beyond.



The Director of High School Placement and a team of case managers support students and their families as they transition to high school. Finding the best fit for each of our individual students is of primary importance. The Director of HS Placement regularly networks with schools of interest, organizes opportunities for strengthening interview skills and test prep skills, and communicates with families regarding school fair and Open House opportunities, application deadlines, and school/family responsibilities.

## Extracurriculars & High School Placement

In addition to our rigorous academics, All Saints offers a wide variety of extracurricular activities, after school opportunities, and enrichment programs to support a comprehensive and well-rounded educational experience.

### Before and After School Care

Before (7:30am – 8:05am ) and After School (3:15pm – 6:00pm ) Care is a service for working families with schedules outside the normal hours of the school day. The program is available for All Saints students in Nursery through Grade 4. Daily activities are tailored to the developmental needs of students, and include time for gross motor play, snack, stories, and an opportunity for supervised homework.

### All Saints Enrichment Program Mission

The mission of the All Saints Enrichment Program is to provide a convenient way for students to “get their feet wet” by trying a new activity. Students benefit from the talents of our own staff as well as outside providers, who share something truly unique that extends the options offered during the school day.

Enrichment Program courses are offered for All Saints’ students at all grade levels. There are 3 Enrichment Program sessions: Fall Session – 12 weeks; Winter Session – 8 weeks; Spring Session – 8 weeks.



## All Saints Clubs

Middle School students have the opportunity to join a variety of clubs that meet at lunch time or after school. In addition, students can propose clubs if they can identify a faculty advisor. Below is a sampling of offerings.



### National Junior Art Honor Society

This unique organization showcases students' artistic abilities, promotes art education, and implements arts-based community service.



### Eco Saints Club

Eco Saints is dedicated to All Saints' mission to help develop "a responsibility for this planet and gratitude for its beauty."



### Service Club

Saints-4-Service Club is made up of students in Grades 4-8 who are committed to making the world a better place.



## Athletics at All Saints

Individual achievement is certainly encouraged at All Saints, but the real focus in athletics is on teamwork and developing a healthy competitive spirit. The attitude that a team brings to every event reflects the love for the sport or activity and the belief in the team. All Saints offers a competitive basketball team, after school enrichment programs that introduce students to athletic skills, and assistance to parents in networking with the extensive community of organized athletics offered in our urban environment.



Students in Third through Eighth Grade are eligible to play basketball as part of the Hoboken Department of Recreation's School League. Each of our basketball teams practice at least once a week from December to March, with each season typically running from January to March.

## All Saints High School Placement

The Director of High School Placement and a team of case managers support students and their families as they transition to high school. Finding the best fit for each of our individual students is of primary importance. The Director of HS Placement regularly networks with schools of interest, organizes opportunities for strengthening interview skills and test prep skills, and communicates with families regarding school fair and Open House opportunities, application deadlines, and school/family responsibilities.





## Spirituality and Service

We inspire our students to grow up with an open heart full of life, love, joy and compassion. We believe that spirituality is an essential part of the human experience and that this dimension must be explored for a person to develop fully. Spirituality themes explored throughout the year include interdependence, abundance & gratitude, awe & wonder, and stewardship, to name a few.

### Our Philosophy

At All Saints we believe that school should provide a place where children can experience a sense of belonging and purpose and that all members of the school community play an important role in the development of its children. Children need to know that their lives are important and that they can have a positive impact on the world around them.

At All Saints we strive to engage students in the “spiritual conversation” that affects all aspects of our lives – intellectual, physical, emotional, moral, artistic and social. This conversation is inspired by our innovative philosophy, curriculum and educational programs.

#### At All Saints Episcopal day school, we believe:

- Children are spiritual beings who naturally question their own existence, the creation of the Earth, and their place within the larger human family.
- Children benefit from opportunities to embrace the diversity of religious faiths and traditions present in our pluralistic school and world.
- The school community is enriched when students share their developing beliefs and family traditions.
- Children are genuinely compassionate beings who need little prompting to respond to the innocent suffering of others through social action and service.
- One’s religious foundation is the decision and responsibility of the family.
- The questions – and the opportunity to ask them – are ultimately more important than the answers.

#### At All Saints we strive to support the healthy development of the following:

- an appreciation for all faith traditions;
- the support of good moral and ethical decision making;
- a connection to our larger human family and the Earth;
- an actualization of individual spirituality through active service to others in the world;
- an ability to think about and discuss spiritual ideas and experiences in a critical, rational and reflective way;
- an open mind and a generous heart towards human differences;
- a personal connection to something larger than oneself.



## QUICK FACTS

Year Established: 1985  
 Grades: Nursery to Grade 8  
 Located on two campuses  
 Number of students in grades  
 PK, K-8: 200  
 Average Class size: 15  
 Student Teacher Ratio: 6:1  
 Administration: 10  
 Faculty: 20  
 Facilities and Support Staff: 7  
 After School Activities: 15  
 Board of Trustees: 12

2022-2023 Tuition and Fees:  
 Nursery and Pre-Kindergarten  
 • Half Day: \$15,075  
 • Full Day: \$25,100  
 Kindergarten – Grade 4  
 • Full day \$25,100  
 Middle School: Grades 5-8  
 • Full day \$26,300  
*Financial aid is available*

Fully authorized as an  
 International Baccalaureate  
 Middle Years Programme (MYP)  
 school and candidate school for  
 the Primary Years Programme  
 (PYP)

Accreditation: New Jersey  
 Association of Independent  
 Schools

Member of the National  
 Association of Episcopal Schools

## Community Service

Community Service is an integral part of the curriculum at All Saints. Students engage in ongoing opportunities to demonstrate their commitment to community through social action and service. Service projects include food and toy drives, emergency relief efforts, and the coordination of a community Empty Bowls Cereal Cafe, in which students raise funds for local organizations working toward hunger relief. All Saints believes that even very young children benefit from the experience of making a difference in someone's life.

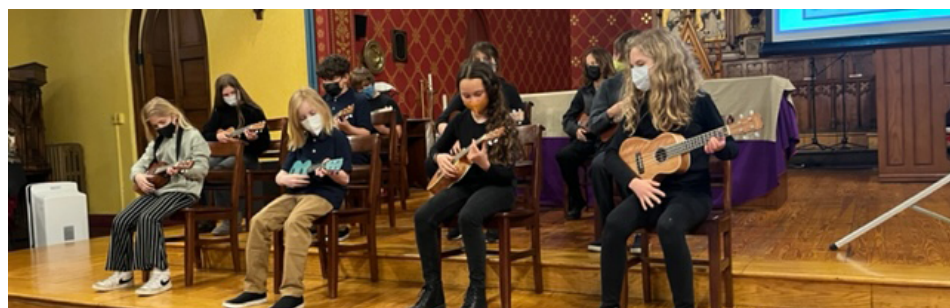
## Board of Trustees

The All Saints Episcopal Day School Board of Trustees comprises caring parents and community members committed to the National Association of Independent Schools' Principles of Good Practice for independent school governance. The Board of Trustees' role includes serving as fiduciaries for the school, hiring and supporting the Head of School, safeguarding the school's mission, and planning for the school's future.

## Parents' Association

Parents play a vital role in every aspect of community life at All Saints. From serving as guest readers in their child's classroom, to chaperoning field trips or assisting with one of our many schoolwide events, to serving on the Board of Trustees, parental involvement is a key cornerstone of the All Saints experience.

Every parent is automatically a member of the Parents' Association, and participation in PA-sponsored activities is encouraged but not required. Opportunities for involvement are varied and flexible to ensure that there is something for everyone. Whether working at home or in an office, part-time or around the clock, each parent can find their "just right" way to be involved in the community.





## Leadership Profile

### Notable strengths of All Saints Episcopal Day School

This is an exciting time to join All Saints! The next Head of School will find a welcoming learning community with a strong spiritual base and a commitment to academic excellence within a caring environment that believes in striving for equality, challenging injustice, and serving others.

#### Strengths most frequently mentioned are:

- The school's strong sense of community, which gives the feel of an extended family in which everyone is welcome, included, and involved
- A rigorous academic program based on the International Baccalaureate PYP and MYP and implemented in a caring and whole-child-centered way
- A culture and practice of successfully cultivating a love of learning in the students through, among other things, creative and innovative teaching, project-based learning, and milestone projects in each grade
- A strong, respected, and committed faculty and staff that is thoughtful, caring, and deeply invested in each student
- An ethos, intentionally developed, of compassion, justice, giving back to the community, and protecting the environment
- An embrace of spirituality and a spirituality curriculum that welcomes people from all backgrounds across all dimensions of diversity
- The school's commitment to building a diverse and inclusive community
- Small class size and exceptional individual attention for each child
- A pervasive spirit of kindness, compassion, warmth, humility, empathy, teamwork, and open communication

### Opportunities and challenges for the next Head of School

The responsibilities of the Head of School are many and varied. With them will come some challenges that are common to all independent schools as they transition from the global pandemic and grapple with the polarization of society, as well as some challenges and opportunities that are unique to All Saints at this time in its history. Among them are:





- After over two years of pandemic related stresses and restrictions, centering the needs of children, faculty, and staff, and continuing to foster the strong sense of community that has long characterized the school
- As a tuition-driven school, enhancing financial sustainability through effective enrollment management, messaging, and marketing that addresses both recruitment and retention
- Clear development and articulation of the value proposition of All Saints for both internal and external audiences
- With the Board, cultivating a culture of philanthropy within the school community
- Supporting and developing the outstanding faculty to ensure retention as well as recruitment of a diverse, caring, passionate cohort of new teachers
- Ensure that the school's curricular and cocurricular offerings are rich and comprehensive
- In an inclusive way, develop and clearly articulate a vision for the future of the school that builds on the school's significant strengths, is aligned with its philosophy, honors its history, is forward thinking, and puts students first

## Characteristics

The next Head of All Saints Episcopal Day School will be a warm, collaborative, strategic thinker who cares deeply about children and is passionate about generating an inner enthusiasm for learning in every child. They will be:

- An experienced independent school leader who is knowledgeable in enrollment management, fundraising, and finance, and a skilled manager who is compassionate yet firm
- Present, visible, and approachable for students, faculty and staff, and parents at the front door, in classes and hallways, or at lunch and recess
- Creative, energetic, forward-thinking and visionary, eager to engage with the community to shape the future of All Saints while honoring its history and traditions
- An active listener who invites and is receptive to feedback
- An outstanding communicator who is clear, candid, transparent, and authentic
- A collaborative decision maker who is attentive to the importance of how decisions are made and communicated
- A compelling, inspiring, and motivating speaker who is an impactful advocate for the school in the greater community
- Culturally competent and committed to diversity and social justice both in the practices of the school and in curriculum
- Warm, caring, kind, and empathetic



## Application Process

Interested candidates should submit the following documents to Nat Conard, Partner, Educators Collaborative.

- EC Candidate Summary
- Letter of interest to the All Saints Episcopal Day School Search Committee
- Current resume
- Statement of leadership philosophy
- List of five references with e-mail addresses and telephone contact

### Contact information:

Nat Conard  
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