

DREW

What High School Should Be



HEAD OF SCHOOL SEARCH

Position Starts July 1, 2024

San Francisco, CA



EDUCATORS COLLABORATIVE
EXPERTS IN SEARCH, TRANSITION & STRATEGY



Mission

Drew knows and believes in teenagers. We engage each student in a process of intellectual discovery to develop an individual voice, the confidence to express it, and the empathy to understand its impact.

Beliefs

Drew School knows and believes in teenagers— and knows that students have ideas about what high school should be like. At Drew, students learn by doing, collaborating, and searching. Not simply for answers, but for how to use what is learned in life and in the world. In service of the mission, Drew is committed to delivering on the three essential aspects of what they believe high school should be:

Academically

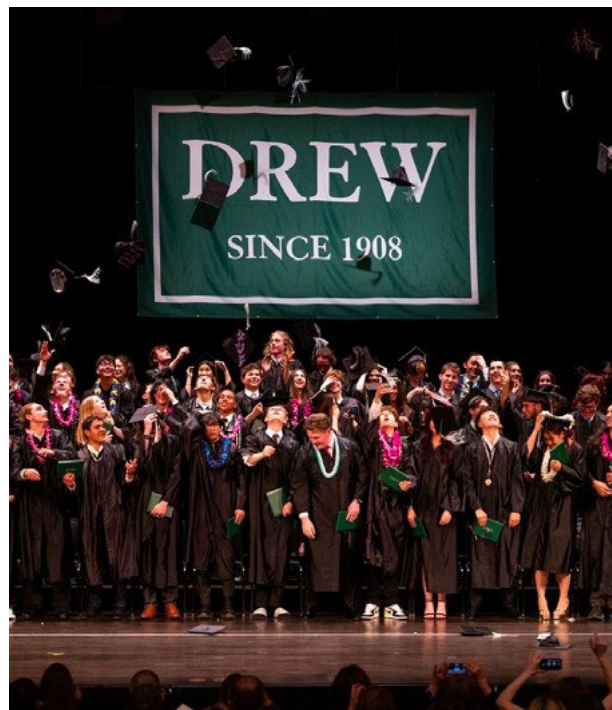
Drew connects what students learn to what's important to them and teaches them how to apply that learning to impact the world in a supportive environment that will not just prepare them for college but will equip them with the skills and competencies required of a 21st-century global citizen. Work around anti-racism, equity, and inclusion is central to the school's focus on building multicultural competencies and empathy to help build a more just world.

Socially

Drew becomes a second home for students where they will explore their independence and feel safe and validated in a welcoming, energetic, and diverse community that celebrates their individuality and interests.

Personally

Drew's faculty and staff see each student as the individual they are and encourage them to use and amplify their distinct voice as they discover a newfound sense of agency to use what they learn in their life.



Learning at Drew

Learning at Drew is all about understanding; not just the memorization of information for the sake of passing an exam. Drew wants students to be able to apply the understandings and skills developed during their four years at Drew in a variety of situations and conditions that they will be exposed to; even those none of us cannot anticipate at this time. It is this concept of understanding and real-world application that is at the heart of a Drew education and Drew's Learning Outcomes.





Community

Drew is a community that encourages students to be themselves. Students feel seen, heard, and connected to the community. It is this connection that creates the feeling of belonging and that compels students to care about themselves and the world around them. Drew students know they matter and that they have the power to make a difference. This importance of connection and belonging extends to our parent/guardian community as well. Drew encourages parents and guardians to become part of the community because we know it will enrich their family's high school experience. The school has a strong Parent/Guardian Association that helps create a connected school community by encouraging volunteerism, providing a forum for information exchange, and promoting a culture of philanthropy.



Commitment to Diversity, Equity, Inclusion, and Belonging

In order to allow for Drew's mission *to empower student voice and maximize impact*, the Drew community is committed to equity, representation, and social justice that is grounded in a community of care. These values are brought to life through curriculum and programs that promote respect and belonging. Drew's approach reflects the belief that social justice work is grounded in appreciation for, expression of, and attention to each person's intersecting identities.



By creating an inclusive environment without tolerance of discrimination, Drew provides the opportunity for continuous challenge and growth. Drew holds itself accountable to these values through policies and practices.

Academics

The Drew four-year curriculum encompasses core academic classes including the Arts supplemented by Experiential Electives, Social-Emotional Blocks, Physical Education, and Drew Education for Lifelong Learning (DEALL) week, culminating in a capstone Senior Project.

To learn more about academic departments including the Arts at Drew, click on the links below:

[Academic Departments](#)
[The Arts at Drew](#)





Experiential Education

For over two decades, Drew has been a leader in the development of programs rooted in experiential education. Drew's signature DEALL week is an immersive event where students and faculty stretch their limits, deepen their learning, and strengthen our community. Academic courses pause for the week, giving the community the opportunity to expand the meaning of the classroom into the local and global community and experience how their learning in school shapes their journey in the wider world. These hands-on experiences are educational, broadening, and core to Drew's mission. DEALL activities range from far-reaching trips to local Bay Area adventures and community service to academic pursuits right from campus. The next phase of development for Drew will include the integration of experiential education into all coursework.



Click the link below to learn more about the three main elements of experiential education at Drew:

1. Experiential Electives
2. Drew Education for Active Lifelong Learning (DEALL)
3. The Capstone Senior Project

[Experiential Education](#)



Curricular Review

Since 2018, Drew has been engaged in a Curricular Review using the UBD framework. The Curricular Review is an iterative, community-wide process aimed at defining an educational philosophy and aligning every aspect of the classroom experience with that philosophy across disciplines and grade levels. The aim is to ensure what a Drew student learns is building toward mission fulfillment. Click on the link below to learn more about Drew's Curricular Review and the progress made thus far such as the creation of Drew's Learning Outcomes.

[Curricular Review](#)



Advising

A key component of the close relationships students form with their teachers and peers at Drew is their Advisory. Advisories meet once a week and are made up of approximately 10 students from the same grade level, along with one or more faculty members who serve as the group leaders. A student's advisor is the primary adult advocate on campus who will act as the liaison between the student, the family, and Drew throughout the four years at Drew.

Clubs and Leadership

At Drew students will find a shared ownership of community with personalized pathways for leadership around every corner including over 10 student leadership organizations and 25+ clubs. These opportunities exist so that all students have authentic ways of growing their leadership skills. Each student leadership organization is charged with a different aspect of the community and groups meets once a week during our elective block to plan and execute programs and events that enhance student life at Drew.

Campus

Drew's beautiful campus is purpose-built to provide students an environment that fosters intellectual, personal, social, and emotional growth. More than a collection of classrooms and labs, Drew's campus is a second home where students arrive early, stay late, and fully engage in school life.

Drew is an urban high school. Students take advantage of the campus' uniquely urban location in the Pacific Heights neighborhood. From nearby service learning opportunities to a wide range of restaurants and cultural opportunities, Drew's location offers students just the right amount of urban experience.



DREW AT A GLANCE

- 9:1 Student-Teacher Ratio
- 300 Drew Students
- 87% Faculty with Advanced Degrees
- 70 Courses & Electives
- 25 Experiential Education Opportunities
- 18 Honors Courses
- 26 Interscholastic Teams
- 47% Self-Identified Students of Color
- 25+ Affinity Groups & Clubs
- 53 Zip Codes Represented
- 44% of Students Receive Tuition Assistance



Equity & Social Impact

Finding your voice is a process that requires meaningful collaboration and empathy within a community.

Drew's inclusive community is made up of diverse people and allows every single person to show up and be their authentic selves. Equity and social impact work at Drew fosters an environment in which equity and respect for others are core and where students can show up without concern of prejudice.

The goal of equity and social impact work at Drew is:

- To allow students to learn about themselves as multifaceted individuals.
- To learn about and how to respect the differences and similarities of others.
- To be able to broaden awareness about the world and how it interconnects with one's own life.
- To develop cultural competency.
- To build a community of trust, honesty, openness, dialogue, and respect at Drew.



The Drew Dragons

At Drew, the process of intellectual discovery doesn't stop in the classroom: Drew is proud to support the 80% of students who participate in one or more of Drew's 20 teams. Drew athletes find their voice by building a commitment to competition, athleticism, fitness, and teamwork that helps bolster confidence, leadership, and school spirit.

Drew's athletics program offers a place to compete and thrive, whether one is a highly skilled and experienced player or a novice. Students' growth and self-improvement are the highest priorities of Drew's talented and experienced coaches.

Drew is a member of the Bay Area Conference (BAC), which is composed of 25 schools; the conference includes many small independent, charter, and public schools in the Bay Area.

Athletic Facilities

Drew's home gym is located within the Booker T. Washington Community Service Center, a 70,000 square foot state-of-the-art facility. Drew families, students, and administrators, along with the Booker T. Washington community, all participated in the complex process of planning and working with City Hall to ensure the center's approval and completion.

To view all of Drew's athletic facilities around the Bay Area, [click here](#).





Is Drew for You?

- Do you thrive on student and faculty individuality?
- Does conformity bore you?
- Are you okay not being right?
- Do you respond “why not” more than “why” to new ideas?
- Do new challenges excite you?
- Can you lead and also follow?
- Can you imagine unlimited possibilities to ignite student passion for learning?
- Does thoughtful change management energize you, and are you patient with the process of change?

If you answered *yes* to the above Drew MIGHT be for you!

Future Leadership Profile

The vibrant Drew community seeks a creative leader who is highly visible and engaged in all aspects of school life. An excellent listener and communicator, they will demonstrate a deep understanding of adolescent development, be excited by the opportunity to collaborate with faculty and students to develop meaningful learning experiences, and be deeply committed to establishing Drew’s value proposition in the San Francisco independent school market.

The new leader must be creative, confident, and willing to embrace any and all challenges to advancing Drew’s mission.

- A collaborative leader who seeks multiple perspectives and voices to inform decisions
- A leader who inspires and motivates students and adults in the community to work toward a common vision
- An open-minded leader who invites and values diverse perspectives
- A visible, approachable, and caring leader who actively promotes and supports a positive school culture, centering student and faculty voice
- An educator who demonstrates a deep understanding of pedagogy, curriculum, and instruction and recognizes the importance of faculty professional growth and development
- A leader who is skilled at and committed to building strong relationships throughout the internal and external community

- A proven track record of innovation and a progressive mindset
- Demonstrated commitment to diversity, equity and inclusion with evidence of making an impact while actively working toward a socially just environment
- A strategic leader experienced in working collaboratively to define and articulate the value proposition of the school
- A passionate spokesperson who will communicate Drew's value proposition in both fundraising and admissions in a competitive independent school market
- A skilled financial manager adept at balancing competing priorities in a world of limited resources
- A leader committed to a model of continuous improvement in all aspects of the organization
- An understanding of the value of quantitative and qualitative data as one method of understanding the impact of the Drew experience on students
- A courageous leader who is unwavering in their commitment to Drew's mission, students, and faculty and able to address all obstacles to advancing opportunity at Drew

To Apply

Candidates interested in this position are asked to submit the following materials in a single merged pdf file to Mary Seppala and Nat Conard as soon as possible. Dossiers will be reviewed upon receipt.

- EC Summary Sheet (Contact Mary Seppala or Nat Conard for this document)
- Letter of Interest addressed to the Search Committee
- Current Resume
- Statement of Educational Leadership Philosophy
- A list of five or more references with contact information (name, relationship to candidate, phone and email address)
- Disclosure Statement (Contact Mary Seppala or Nat Conard for this document)

Send application materials via email to:

Mary Seppala, Partner, Educators Collaborative
Email: maryseppala@gmail.com
Phone: 610-772-7625

Nat Conard, Partner, Educators Collaborative
Email: nconard@educatorscollaborative.com
Phone: 908-531-5183



Drew is an equal opportunity employer and offers a competitive compensation package including health and retirement benefits. Annual Salary Range: \$280 - \$380 per year commensurate with education and experience.