

# KISKI



## A NEW ERA BEGINS

Kiski is proud to introduce co-education beginning in 2024.

### HEAD OF SCHOOL SEARCH

July 1, 2024

Saltsburg, PA



**EDUCATORS COLLABORATIVE**  
EXPERTS IN SEARCH, TRANSITION & STRATEGY



# KISKI — A NEW ERA BEGINS



For 135 years, Kiski has been a leader in the preparatory school space, developing boys into outstanding young men. We became experts in how boys learn, tailoring our educational and boarding approach to meet their unique learning needs. However, the true foundation of Kiski is this: a **dynamic college preparatory curriculum delivered in an encouraging environment that transforms students into confident, responsible, and caring adults.** And that, in fact, is something from which any student can benefit.

We are using the past century as a springboard to an even stronger future. Beginning in 2024, Kiski will offer co-education, extending our outstanding opportunities and unique educational environment to both boys and girls. We expect the results to be right in line with what we have seen over and over again: the development of each student's mind, character, integrity, and self-discipline, coupled with learning that lasts a lifetime.



**Kiski – A New Era Begins.**

# HISTORY OF KISKI

The Kiski School sits on a wooded bluff high above the confluence of two sparkling streams that form the Kiskiminetas River, which then flows north and west toward the Allegheny River. To the Native Americans who originally fished and hunted near this junction, Kiskiminetas was a metaphor for enlightenment. Early settlers to the area also recognized the energy of this place in the form of its rejuvenating mineral springs, whose refreshing attributes came to be so well known by the mid-nineteenth century that a group of enterprisers built a resort hotel on the grounds where the school now stands.



In 1888, Andrew W. Wilson, cousin of President Woodrow Wilson, purchased the resort for the purpose of transforming the facility into a first-class preparatory school for boys to rival any of its East Coast counterparts. Appropriately, Dr. Wilson named his institution The Kiskiminetas Springs School, based upon his belief that the beautiful setting would enhance the education of the young men who studied here. From its beginnings, academic rigor in the classroom and healthy competition on the athletic field were the hallmarks of the educational experience at Kiski. By 1894, Kiski had graduated 42 boys, 26 of whom matriculated to Princeton University, the alma mater of Dr. Wilson.

The evolution of the Kiski campus continued throughout the years. Since 2005, five of the six current dorms have undergone major renovations. The Swank Student Center was constructed in 2009 to serve as the social hub of campus and house the College Counseling Office. The versatile Great Hall hosts events throughout the year. The athletic facilities experienced sweeping renovations and expansions: in 2014 the track was resurfaced to surround a multi-purpose turf field and in 2015 the Ross Athletic Center was completely renovated and expanded to include a new fitness center and multi-use gymnasium.

The academic facilities were expanded in 2015 with the addition of a dedicated Makerspace complete with cutting-edge hardware and with the completion of the Zeigler Science Center in 2019. Anticipated renovations to the main classroom building will include handsome upgrades to the wet science labs and other classrooms within the building. A major renovation is also being planned for the most frequently visited structure on campus, the E. William Turley dining hall.

We are so excited for what the future holds – for our school, and for our future students.

# WHAT CAN YOU EXPECT AT KISKI?



## INTRODUCING CO-EDUCATION AT KISKI. A NEW ERA BEGINS.

Kiski is a leading, independent, college preparatory school that provides an unmatched educational experience. We focus on the development of each student's mind, character, integrity, and self-discipline.

For the past 135 years, our model of education has been accessible only to boys. Until now...



In 2024, Kiski will be proudly launching co-education, opening our doors to all students who can benefit from what we have to offer. And we have a LOT to offer...

A college preparatory curriculum. A dynamic and motivating educational environment. An experience that nurtures personal growth. And most importantly — learning that lasts a lifetime.

### Students attending Kiski can expect:

- An environment of living and learning that is based on best practices, where each student is challenged to reach their full potential and their unique qualities are cherished.
- A community that nurtures success in two ways: the cultivation of academic excellence and the development of a person's character, integrity, civility, and citizenship.
- A dynamic educational environment that fosters formal and informal learning through stimulating programs in academics, athletics, the arts, extracurriculars, and service to the community.
- To develop life-long habits of personal and social responsibility through active participation in a wide range of rich and rewarding leadership opportunities.
- An academic program that ignites a passion for learning and inspires habits of creative thinking, collaboration, critical analysis, and self-discipline.
- The transformational power of teachers who are well-equipped to support the learning of students in classrooms where rigorous traditional instruction and new innovative methods are carefully balanced.
- An inclusive school community that celebrates diversity and ensures that everyone is respected, accepted, and appreciated.
- A residential living program that is built upon the essential themes of community, healthy choices, and an awareness of the needs of others.

# ACADEMICS & LEARNING SPACES

## OUR CLASSES TEACH CONFIDENCE AND CREATIVITY

The Kiski School nurtures curiosity, creativity, and confidence. We celebrate the uniqueness of our students. Our curriculum offers choices to satisfy a variety of interests, and our faculty members provide dynamic, engaging classrooms and personalize one-on-one tutoring in the evenings to accommodate different learning styles.



Our focus is on the liberal arts and sciences — the same curriculum found at the nation’s best universities. Small classes, hands-on projects, sports, dorm living, and community activities all offer opportunities for students to learn and develop skills that are essential to succeed in college, work and life.

Our Zeigler Science Center (ZSC) is designed to house our physics and STEAM (Science, Technology, Engineering, Arts, Math) courses. The building provides a transitional space for our teachers to move from lecture to experiment with ease, by having movable furniture inside the classrooms. Because of this space, our teachers can now infuse new ways to approach, understand, apply, and practice science.

All of the design elements contained in the building directly reinforce and support best practices for the teaching of science. The ZSC encourages students to engage in hands-on inquiry, to engineer creative solutions to real-world problems, and to actively participate in meaningful collaborative work.



Our academic classrooms are intentionally small in order to facilitate our belief in interactive, personalized instruction. Every room is wired for network access, and our wireless network continues to grow campus-wide. Heath S. Clark Hall houses six well-equipped laboratories for scientific research and experimentation, the Stephen C. Rogers Fine Arts Center caters to the fine and performing arts, and the John A. Pidgeon Library is renowned throughout the state for its information services.

Students carry their school-provided laptops around campus and use them in all of their academic coursework. The computers allow students to participate in directed online research activities, access and submit assignments through our network and use the latest in educational software.



Our campus is rich with maker technology and tools including 3D printers, laser cutters, CNC routers, vinyl cutter and press, green screen, a large format poster printer, and a full complement of tools and other woodworking machinery. These spaces allow students to prototype, make models, solve problems, and create original inventions.

The John A. Pidgeon Library is the “learning commons” of the Kiski School. The library program seeks to ensure that all members of the Kiski community are resourceful, effective, and ethical in using ideas and information to pursue and generate knowledge.

Beginning with the 2016-2017 school year, courses formerly titled “Advanced Placement” changed to “Advanced.” Kiski is one of the hundreds of leading independent schools that have determined that AP is no longer the best coursework that can be offered. In developing our own advanced courses, Kiski teachers are not constrained by preparing for multiple-choice exams focused on a limited knowledge base. School-designed advanced courses are given equal weight to AP classes by colleges during the admissions process. Kiski will continue to offer students the opportunity to take AP exams. Students choosing to take an AP exam at the end of a course will receive support from the faculty as they prepare for the test.

# KISKI PHILOSOPHY

## LEARNING AT KISKI DOESN'T LOOK MUCH LIKE A LECTURE

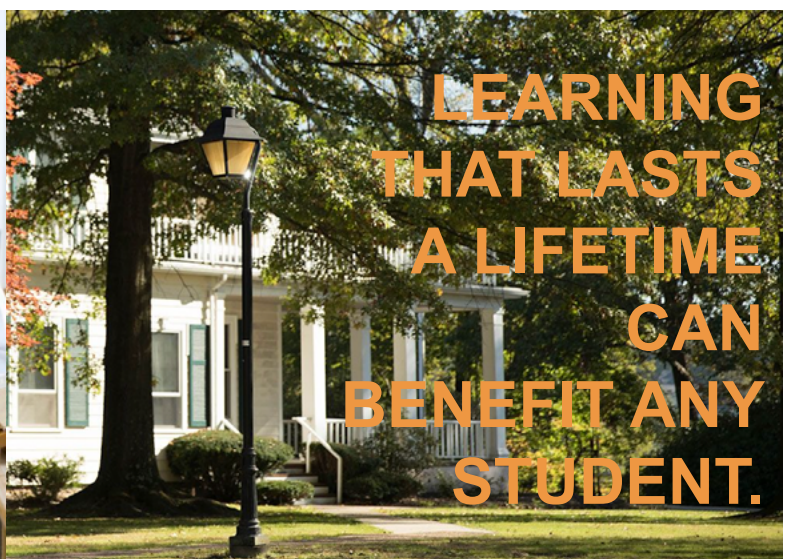
Our expert faculty allows us to offer numerous courses in every department to satisfy the specific interests of our students. Students with a penchant for science can delve into plate tectonics and electromagnetism. Those with historical leanings might choose to debate the new world order of the 21st century, or analyze the effects of tariffs on domestic unemployment, while the artistically inclined can express their creativity through paint, charcoal, wood, or other media.



Our departmental requirements ensure that all of our students have the chance to discover a passion. This standardization also helps our students acquire content knowledge and develop intellectual habits that will benefit our students here at Kiski, in higher education, and throughout their lives.

Our teachers are scholars in their respective fields. However, this does not immediately qualify them to instruct our students—they must also be experts in education; recognizing the different ways in which our students learn, and adapting their instructional strategies accordingly.

Our faculty devotes an immeasurable amount of time and energy to the education of our students. In addition to conducting classes, our teachers meet regularly with their fellow department members to discuss specific aspects of the curriculum and review developments within their disciplines. In the evenings, teachers cater to the needs of individual students during study hours. When school is not in session, our teachers pursue professional development by continuing graduate work and postdoctoral research, focusing on independent study, and attending national education conferences.



# ARTS & CULTURE

## OUR STUDENTS EXPRESS BIG IDEAS — WHATEVER THE MEDIUM

Giving students the power to express their ideas, opinions and personality is a life-changing experience. While it happens daily in academic classrooms throughout The Kiski School, it takes on beautiful, astounding and brilliant forms in our various arts programs. Here students have the opportunity to discover new talents and hone existing ones through visual arts, drama, and music programs.



Kiski takes the best of traditional art techniques and combines it with cutting edge technology to produce an exciting visual art and industrial arts program. Students are introduced to the Adobe design tools and are able to make these come to life through the use of laser cutters, 3D printers, and vinyl cutters. Creative problem solving is central to the studio art program at Kiski, achieved through the use of traditional and contemporary techniques. Our art department offers courses which cover two and three-dimensional media and aims to help every artist find their style, medium, and passion for art. No matter the topic, our department seeks to help students become better problem solvers and more innovative thinkers.



Some of the projects that we have worked on include:

- Kayak building
- Fabricate motorized bike
- Building a Mongolian Yurt
- Radio Controlled Airplanes
- Primitive technology and skills
- Furniture design and building
- Leatherwork
- Japanese box building
- T-shirt design and printing
- Woodblock printmaking
- Rocket construction
- Figure Drawing
- Reflective Oil Paintings
- Logo Design
- Poster Design
- Laser Cut Bookmarks
- Wheel Thrown Ceramics
- Ceramic Phone Speakers
- Cultural Masks
- Wire Sculptures
- Tissue Reed Sculptures
- Illuminated Manuscripts

Students who are interested in acting can take part in our drama program, which produces two major performances each year. Our music program provides a wealth of opportunities, by introducing our students to a variety of musical styles, ensembles, and instruments. Every spring, the Fine and Performing Arts department organizes An Evening with the Arts, the annual highlight of The Kiski School arts program. This special event is a cooperative production between the Glee Club and the Kiski Players.



# ATHLETICS



## THE BONDS OF TEAMWORK INSPIRE GROWTH

Sports are a big part of life at The Kiski School. Every season, every student participates in at least one sport. They get to play and train in top-notch facilities, like our 75,000 sq. ft. Ross Athletic Center. We also have one of the finest high school tracks in the country, a nine-hole golf course, miles of beautiful cross-country trails, and an excellent baseball facility. Kiski offers 23 athletic teams with over 300 contests. Every level of athlete has an opportunity to grow, compete, and try something new.

Big benefits come from participating in Kiski athletics. The Kiski School proudly produces Division I, II, and III athletes across all sports. On average, 30% of our graduates go on to play sports at the college level. Our athletics program is just one more way that The Kiski School helps students set and reach higher goals for themselves.

Through athletics, our students learn invaluable life lessons, such as teamwork, unselfishness, perseverance and hard work toward a common goal. And whether students come with no sports experience or are stars in their sport, our coaches have the remarkable ability to boost their skills and confidence, allowing each athlete to reach their full potential.

A beacon of our athletics program is our 75,000 square foot Ross Athletic Center which includes a multi-use indoor training center, known as the MUG. This gym is used for training in many of our sports. The weight and cardio training rooms are complete with weights and Perform-X equipment. The Ross Athletic Center houses athletic department offices and meeting rooms and features major upgrades to locker rooms, storage areas, as well as a satellite bookstore and concession stand. The campus also features several fields for football, soccer, baseball, and lacrosse; a nine-hole golf course; a 400-meter state-of-the-art, all-weather track; five all-weather tennis courts; and an outdoor swimming pool.

# KISKI IS INTENTIONAL

## TUITION RESET

In the fall of 2020, Kiski announced a major tuition reduction — called a tuition reset. In fact, Kiski was the first private boarding school in the country to offer such a tuition reset. After listening carefully to the concerns of Kiski parents and as a direct response to the skyrocketing tuitions of private education, Kiski thought it was time to take a different path.

Kiski's shift to a philanthropy-driven tuition model provides more affordability and pricing transparency to their students and their families. Kiski's tuition is now more than 20% lower than the national boarding school average.

## STRATEGIC PLANNING: A SCHOOL OF HIGH ORDER

Careful strategic planning in developing a clear vision and executing on goals, is one of Kiski's biggest strengths.

Click on the link to know more about [A School of High Order](#).

## FUNDRAISING

Kiski has had tremendous success raising money over the past two decades. Kiski has strong relationships with many Pittsburgh Foundations, and a loyal bench of leadership donors.

## BOARD OF TRUSTEES

Kiski's Board of Trustees understands the clear difference between governance and management. The Board is a very effective and supportive partner of the Head of School. They have a well-organized and active Board committee structure.





## A NEW ERA BEGINS

We will continue to do what we've always done best – providing a college preparatory curriculum, a dynamic and motivating environment, and experiences for personal growth. Starting in 2024, we will be doing something completely new, and offering this same experience to girls as well. Because learning that lasts a lifetime is a benefit to every student.

## KISKI AT A GLANCE

### School & Campus

- Founded in 1888
- 98% of students board on campus
- 300K square feet of facilities
- 350 acres of beautiful, rural campus to explore
- 9 hole private golf course
- 25 million dollars in recent renovations and construction
- 30 miles east of Pittsburgh, PA
- 75K square foot Ross Athletic Center + tennis courts, indoor & outdoor pool, turf & grass fields

### 2022 Statistics

- 10 average class size
- 30 organizations to join
- 21 advance/honors courses offered
- 7:1 student to teacher ratio
- 190 Kiski students enrolled
- 23 countries represented
- 18 United States/Territories represented
- 12 varsity sports offered
- 87 athletes currently playing in college

### Tuition and Financial Aid

- Boarding: \$52,500; Day School: \$32,000 (+ \$800 Transportation Fee)
- 5.5 million dollars of tuition assistance awarded
- 87% received tuition assistance

## DAY SCHOOL OPTION

Students seeking an affordable, non-boarding, independent school education can choose the Day School option. Kiski's Day School includes bus transportation to campus from two convenient community locations. The Kiski Day School gives students in grades 9-12 complete access to the school's benefits — advanced and honors courses, varsity sports, clubs and activities — all while returning home at the end of the day.

Tuition 2023-2024: \$32,000 + \$800 transportation\*

*\*Financial aid is available*



## LEADERSHIP PROFILE

KISKI IS MOVING IN AN EXCITING DIRECTION, ARE YOU READY TO LEAD THE CHANGE?

**Notable strengths of Kiski that the new Head will discover and wish to build upon include:**

- Kiski is known and valued for its outstanding and committed faculty and staff, its dedication to academic excellence in an environment of small class sizes and a low student:faculty ratio, and its exceptionally strong sense of community.
- At Kiski, every student is known, appreciated, and respected, and each student is both met and supported where they are and challenged to become better.
- A strong athletics program simultaneously builds a culture of teamwork and competition, and the success that students have in sports is leveraged into success in academics.
- Kiski is proud of being a down-to-earth community — where everyone's perspectives and backgrounds are equally valued and respected.
- A strong history of very successful fundraising, strategic planning, and strong Head of School – Board of Trustees partnership

## **Opportunities and challenges for the new Head of School over the next three to five years will be to:**

- Welcome girls to Kiski and ensure for all students the extraordinary kind of experience and community that has heretofore only been available to boys by preserving core values and blending traditions into a changing landscape while increasing the gender diversity of the faculty and staff.
- In partnership with the faculty and staff, continue to develop community and get to know each student through actively engaging with the student body and faculty.
- Recognizing the unique nature of a boarding school environment, focus on recruiting, developing, and retaining an exceptional faculty of teachers and coaches and build a culture of professional growth that strikes a balance between teacher autonomy and collaboration.
- Clearly define and convincingly articulate the value proposition of Kiski in order to continue to attract and retain a broadly diverse mission-appropriate student body.
- Maintain a focus on the future through developing and sustaining a strategic thinking mindset within the senior team and in partnership with the Board of Trustees.

## **The successful candidate for Head of School at Kiski will ideally be:**

- A dynamic leader with significant leadership and management experience, preferably in a school setting, coupled with demonstrated team-building skills and a collaborative style.
- A leader experienced in managing new initiatives and major cultural changes.
- Experienced in strategic thinking and planning and the effective implementation of plans leading to successful outcomes.
- A leader with deep experience in and knowledge of a 9-PG boarding school, including an understanding of residential life and advisory programming and curriculum.
- Able to marshal resources for the school through relationship building, exemplary constituent relations, compelling communications, effective fundraising, and an understanding of and experience with enrollment management.
- Warm, approachable, and highly visible in the school community.
- A great communicator and listener who is ready and eager to be the chief storyteller for an extraordinary school.
- A leader with a sense of humor.

# HOW TO APPLY



Candidates interested in this position are asked to submit the following materials in a single PDF document to Mary Seppala and Nat Conard:

- EC Summary Sheet (Contact Mary Seppala or Nat Conard for these documents)
- Letter of interest to the Kiski School 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 addresses)
- EC Disclosure Statement (Contact Mary Seppala or Nat Conard for these documents)

## Contact information:

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