



Pinecrest School

Nurturing curiosity, confidence, and a love of learning since 1957



Head of School Search

July 1, 2023

This is community.
This is Pinecrest School.



7209 Quiet Cove, Annandale, VA 22003
www.pinecrestschool.org

History/Overview

Pinecrest School is an award-winning, fully accredited private school in Fairfax County, Virginia, serving 104 children ages 3-12 in preschool through sixth grade. In 2017, Pinecrest celebrated its 60th year, having started as a preschool in Alexandria, Virginia, in 1957. Pinecrest provides children with a progressive educational curriculum that emphasizes critical thinking skills, STEAM instruction, and hands-on projects in small classes. A small school by design, Pinecrest believes that differentiated instruction is the norm and every student learns in a unique way. A warm, nurturing, and inclusive environment gives children the caring support necessary to challenge themselves with confidence. Parents and students form close, collaborative relationships built on mutual trust with teachers and the administrative team.

Located in a quiet residential neighborhood in Annandale with convenient access to the Beltway, the Pinecrest campus comprises two modern buildings, a playground, and spacious outdoor areas, giving children plenty of kid-friendly room to move, learn and play. The school also has a regionally recognized summer camp program—Pinecrest Pavilion—that serves children ages 4-12 with a variety of multi-age, creative, theme-based activities.



Mission

Pinecrest School is an independent school for preschool through sixth grade, which is committed to providing a positive social and emotional environment for student development. The school provides an atmosphere that bolsters self-confidence and equips its students with the cognitive skills necessary to undertake and succeed in rigorous academic pursuits throughout their lives. It strives to reinforce core values such as honesty, integrity, respect for others, and an appreciation for diversity.



Community

Pinecrest School believes in forming a close partnership between teachers, staff, parents and children. This collaborative relationship enables all stakeholders to confer with each other in an atmosphere of mutual trust and support about a child's academic and social/emotional goals. Maintaining a strong and vital community is a priority for all members. Beyond the classroom, there are opportunities for parents and families to gather both to connect and support the school, most recently through Bingo Nights, Movie Nights, community playground meet-ups, and more events to come as the school moves into the post pandemic environment.

Diversity, Equity, Inclusion, and Belonging

Pinecrest School is committed to creating and supporting an inclusive and equitable community that values the diverse identities of students, faculty, staff, and families. Nearly half of all students and faculty/staff identify as BIPOC. The school strives to reinforce basic values such as honesty, integrity, respect for others, and an appreciation for diversity. Pinecrest prioritizes community, diversity, inclusivity, and cultural competence. The school stands against racism, hate, and injustice, and is committed to doing the work to honor these sentiments. Pinecrest is dedicated to teaching and learning in an environment that is safe and equitable for all.

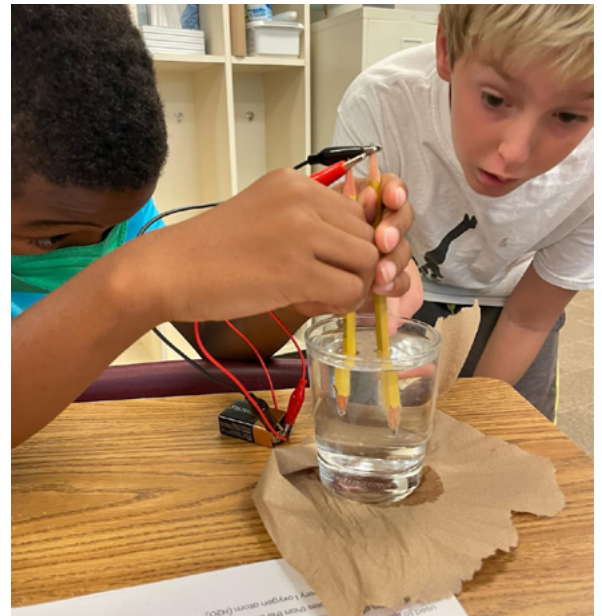
Academic Vision

Pinecrest School strives to foster curiosity and confidence in our students. We provide a solid foundation in core academic subjects, while also endeavoring to cultivate in our students a sense of caring for the world around them and an evolving understanding of how they can make positive contributions in our community and beyond. Pinecrest School is a safe place.

By design, learning at Pinecrest is:

- active and hands-on
- holistic and nurturing
- flexible and creative
- meaningful and engaging
- differentiated yet collaborative
- and equally focused on academic growth and social/emotional growth

Students at Pinecrest School develop strong academic skills and a strong sense of self. They problem solve, think critically, and communicate clearly. They take pride in their work and are developing integrity. They are respectful, responsible, and mindful. They can work effectively independently and with others. Pinecrest School students are emerging as leaders and lifelong learners.





Program

Early Childhood

Pinecrest School offers an acclaimed preschool in Northern Virginia. In an atmosphere of warmth and affection, preschoolers at Pinecrest learn to function in structured group settings within a framework of nurturing social and emotional support. The preschool program prepares children for kindergarten by emphasizing fine and gross motor skills and speech and language development, all in accordance with each child's learning pace. Classrooms are big and bright, filled with books, games, toys, puzzles and art supplies for children to explore, create, and learn.

The typical preschool day combines free play with teacher-directed activities designed to introduce preschoolers to pre-literacy, pre-numeracy, science and social studies concepts. Children regularly practice mindfulness activities to encourage calm and focus. Preschoolers also have enrichment classes taught by dedicated enrichment teachers. Each week, preschoolers enjoy four sessions of physical education, two sessions of art, and one session of music.

Kindergarten – Grade 6

Pinecrest School fills a unique niche for families seeking an affordable, progressive independent school in Northern Virginia. Pinecrest students routinely score above the national average on the Stanford 10 Achievement Test, and graduates go on to top secondary schools in the region, including Trinity School at Meadow View, Congressional School, Bishop O'Connell High School and the prestigious Thomas Jefferson High School for Science and Technology.

Pinecrest strives to foster curiosity and confidence in its students. The school provides students a strong foundation in core academic subjects, while also endeavoring to cultivate in students a sense of caring for the world around them and an emerging understanding of how they can make positive contributions in the community and beyond. Pinecrest School students develop as leaders and as lifelong learners.

Pinecrest focuses on the whole child. The positive social and emotional environment reinforces basic values such as honesty, integrity, respect for others and an appreciation for diversity. Students at Pinecrest School develop strong academic skills and a strong sense of self. They problem solve, think critically, and communicate clearly. K-6 students regularly practice mindfulness techniques to learn to relax their bodies, and focus their minds.

K-6 students also have enrichment classes taught by dedicated specialists during the school week, including STEAM (Science, Technology, Engineering, the Arts & Mathematics), physical education, yoga, creative movement, mindfulness, and music. Meeting daily, STEAM classes integrate these five



Pinecrest School at a Glance

Ages: 3-12

Grades: Preschool-Sixth Grade

Total Enrollment: 104

Maximum K-6 Class Size: 14 (PS 10 students)

Student/Teacher Ratio: 7/1

2022-2023 K-6 Tuition: \$17,720

(Half-day PS \$7,720)

Sibling discount: 15%

Operating Budget: \$1.775M

Percent of Students receiving

Financial Assistance: 12%

Accreditations & Affiliations:

Accredited by Cognia/AdvancED



disciplines into cohesive lessons that are designed to teach students how to think critically and encourage creative and effective solutions to problems. In addition, field trips and in-house presentations play a part in the learning experience at Pinecrest, including visits to local nature centers, science centers, and the rich offerings of the metro DC area.

Summer Camp – Pinecrest Pavilion

Pinecrest Pavilion offers rising K-6th grade campers a fun-filled day of play and learning, with a mix of indoor and outdoor activities, arts and crafts, STEAM experiments and nature discovery, games and puzzles, and making and building. Preschool campers attend for the morning as described above, with after-care available as needed. Typically the camp serves 140 children or more during the summer, including many students from throughout the area who do not attend Pinecrest School during the school year.

Governance and Finance

Pinecrest School is a non-profit organization governed by a volunteer Board of Directors, who are elected annually by the current Pinecrest community. The Board is composed of current and alumni parents and local community members. The Head of School is a non-voting board member. The Board of Directors oversees Pinecrest's fiduciary welfare, strategic planning, annual budget development and long-term growth, working in close partnership with the Head of School.

Affordability and inclusion are key pillars of financial planning at Pinecrest. With a significant upturn in enrollment during the pandemic, the school has a healthy balance sheet with appropriate operating reserves. The school opened a new lower school building in 2017, which was supported in part by a capital campaign that raised nearly \$250,000 with the remainder carried in long-term debt. Pinecrest strives to offer competitive compensation for faculty and staff including health insurance and a retirement plan. An Annual Fund campaign supports Pinecrest's ability to serve students both now and in the future by supplementing tuition and fees. Contributions provide resources for, among other things, materials, equipment and supplies that enhance the Pinecrest experience. Total Annual Fund giving averages \$20,000 annually.



Future Leadership Profile

Pinecrest School seeks a Head of School who enthusiastically embraces and champions the school's mission, which is rooted in a commitment to progressive education and ensuring the healthy social and emotional development of all children.

The successful candidate will bring a leadership approach distinguished by a warm, welcoming, and inclusive personal manner, exceptional verbal and written communication skills, a commitment to inclusion and cultural competency, and a love for young children. They will also bring the skills, initiative, and enthusiasm to help further realize a compelling and sustainable vision for the future of Pinecrest School.

The Board of Directors of Pinecrest School is conducting a national search to identify its next Head of School. Search consultant Tracy Bennett of Educators Collaborative solicited input from all stakeholders during an on-campus visit and gathered additional input from constituents through an online survey. The constituents included faculty, staff, administrators, parents, and board members. Based on this input, impressions of the consultant, as well as feedback from the Head of School Search Committee, the following represents a summary of the strengths, challenges and opportunities, and skills and attributes desired in the next Head of Pinecrest School.

Notable Strengths of Pinecrest School

- The school's progressive, student-centered educational program builds the foundation for successful life-long learning through an innovative, nimble approach in each classroom. Students engage daily in joyful learning in ways that meet their unique needs while fostering curiosity and confidence.
- An intentional focus on mindfulness, movement, and social/emotional well being cultivates empathy, integrity, gratitude and respect in students and adults alike.
- Pinecrest holds an unwavering commitment to creating and supporting an inclusive and equitable community that values the diverse identities of its students, families and faculty.
- Thoughtful and supportive, Pinecrest School ensures that every child feels known, seen, and loved. Aided by small classes, faculty and staff are deeply committed to nurturing the strong relationships that are at the heart of the school.
- An engaged Board of Directors who works in close partnership with the Head of School, and with

the support of the faculty and parent community, in advancing the school's mission and programs.

- Often described as one-of-a-kind and "a gem," Pinecrest School exudes a culture of authenticity and a genuine love for children and learning. Bright classrooms, abundant outdoor space, and attentiveness to safety ensure a warm and nurturing haven for joyful play and learning.
- Community and connection serve as a cornerstone for Pinecrest. A true caring for the health and well being of every member guided the school through the pandemic with grace and gratitude and continues to inform decisions and policy.

Opportunities and Challenges

Nurture the community and its values

This is community. This is Pinecrest School. Community is integral to the school's culture, program, and identity. The school will look to its next Head to embody compassion, integrity, and respect, and foster its values of trust and open communication throughout the community. Thoughtfully guiding the school through a period of leadership transition, working in close partnership with the faculty and the Board of Directors, will position the next leader and the school for success.

Articulate and communicate the value of Pinecrest School

Pinecrest is uniquely situated in an educational landscape offering an array of options, including public, parochial, and independent schools. While the current community can readily describe what makes the school so special, the next Head has the opportunity to elevate the essence and value of the progressive educational experience at Pinecrest. The new leader's passion and enthusiasm for the school's mission will inspire student and faculty recruitment and retention.

Develop the school's next strategic plan

Working in partnership with the Board, faculty, and community, the next Head of School will provide leadership in developing the strategic vision of Pinecrest, generating excitement and shared investment in the school's future. This plan will reflect the school's progressive pedagogy and core values, as well as demographic trends and financial realities. Exploring opportunities to expand and strengthen the current program in innovative ways will be an important part of this process.

Maintain and strengthen the school's long-term financial model

In light of a significant increase in enrollment during the pandemic, the school is poised to refine its long-term financial plan, including enrollment, tuition, staffing, and fundraising projections. The school's leadership seeks to implement strategies to further develop the school's enrollment and tuition model in order to retain excellent staff, enhance programs and facilities, and ensure economic diversity within the student population. In addition, continuing to clarify the school's market niche will be key in developing an enrollment model that is realistic and sustainable over time.

Develop the needed infrastructure to support a growing PS-6 school

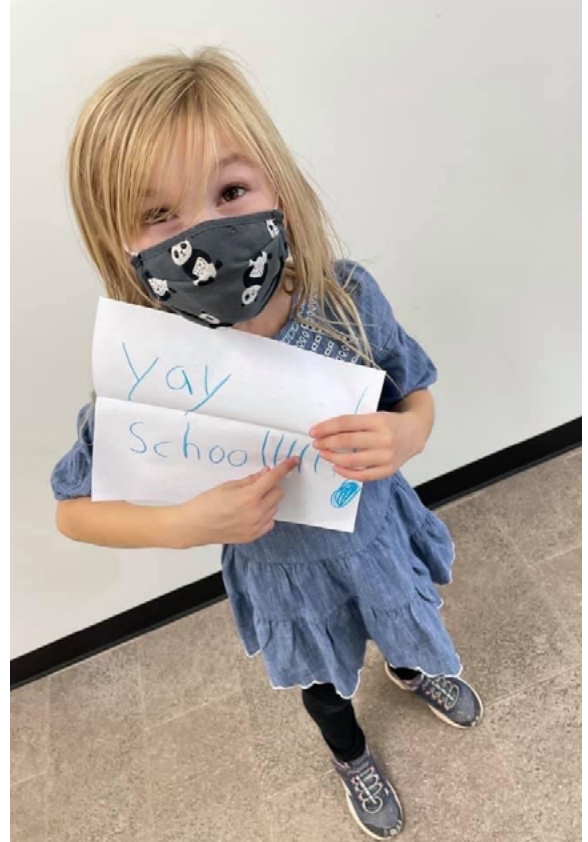
The recent growth in enrollment provides the opportunity to develop a more robust infrastructure and enhanced systems to support the school's future aspirations. In addition, there are continuing opportunities for professional growth and leadership development within the faculty. The Board looks to the new Head to identify the best use of resources, inspire and motivate their team, and delegate effectively.

Skills and Attributes of the Next Head

Pinecrest School seeks a visionary leader and passionate educator to step into the challenging and dynamic role of Head of School. The school takes great pride in nurturing an environment that is holistic and nurturing, creative and flexible, which thoughtfully develops the intellectual, social, and emotional capacities of children. An individual who brings enthusiasm, integrity, flexibility, and innovative thinking will thrive and experience success in the Pinecrest School community.

The ideal candidates will possess many of the following skills and attributes:

- Demonstrated success in the classroom and in leadership roles in elementary and/or PS-8 settings.
- A personal commitment to diversity, equity and inclusion, and the capacity to cultivate cultural competency throughout the community.
- An inspiring communicator who is warm, personable, and approachable who listens deeply to all community members and takes time to understand and foster the culture of Pinecrest School.
- The capacity to facilitate inclusive dialogue, make difficult decisions, have courageous conversations, and build trust.
- Innovative, open-minded and creative, able to see the big picture while being attentive to details.
- A visionary builder who can think strategically in partnership with a hard-working Board and capably execute to advance initiatives, while managing community expectations and the impact of change.
- Articulate, charismatic, and skilled in building relationships within and beyond the Pinecrest community, and willing to take a key role in marketing and fundraising efforts.
- Proficient understanding of strategic financial sustainability, budget development, student and faculty recruitment and retention, and enrollment management.
- A commitment to thoughtful leadership that includes delegating responsibility, empowering and inspiring others, working collaboratively, and holding high expectations for themselves and for others.
- A desire to strengthen and build robust systems of support for faculty and staff professional development and growth, in an effort to recruit and retain a diversely talented community of educators.



Summary of the Search Process

Candidates interested in this position are asked to submit the following materials by Tuesday, January 3, 2023:

- EC Summary Sheet and Disclosure Statement (Contact Tracy Bennett for these documents)
- 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 addresses)

Application materials are to be sent electronically via email to:

Tracy Bennett
Partner, Educators Collaborative
Email: tbennett@educatorscollaborative.com
Phone: 425-466-4748

The Search Schedule

The Search Committee plans to identify a preliminary group of candidates to interview (virtually) in mid-January. From this group, the Search Committee will select finalists for two days of on-campus interviews in February. The Board expects to reach a decision and appoint a Head-Elect shortly after finalist visits with the term of office to commence on or about July 1, 2023. Salary and benefits are competitive. Pinecrest School is an equal opportunity employer.



WELCOME TO PINECREST SCHOOL
THE LOVE OF LEARNING STARTS HERE


Pinecrest
School

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