



HEAD OF LOWER SCHOOL POSITION STATEMENT

All Saints' Episcopal Day School

Phoenix, Arizona

July 1, 2022



OVERVIEW

Established in 1963, All Saints' Episcopal Day School is an independent, PK–8 coeducational institution in Phoenix, Arizona. Enrolling approximately 520 students, All Saints' has small class sizes and a strong focus on relationships. The School is guided by its core tenets—community, academic excellence, and character cultivation.

All Saints' has grown and evolved in tremendous ways since opening in the fall of 1963; however, our mission of educating children in mind, body, and soul in a nurturing community remains at the forefront. The challenging curriculum and close-knit community create an atmosphere where proven teaching methods are honored and innovation is encouraged.

At All Saints', students are empowered to take learning into their own hands, inspiring critical thinking and helping children to develop their passions and sense of

purpose in the world. Preparing the next generation of leaders, thinkers, and innovators is embedded in the School's educational philosophy and mission. All Saints' seeks to cultivate a growth mindset in students and foster the development of problem-solving skills, creative thinking, and resilience.

Situated 10 minutes from downtown in the north-central area of Phoenix, the 15-acre campus resides on a former date farm parcel in an attractive residential area with beautiful tree-shaded streets. Outdoor pavilions, mature shade trees, and agreeable weather for many months out of the year make for a park-like setting for the School in the heart of the historic North Central neighborhood.

Outdoor spaces on campus are used in significant ways as part of the All Saints' educational experience—from community gatherings and performances, to collaborative group work, to individual study. Currently,

the School is expanding upon these spaces with the development of a 40,000 sq ft outdoor learning commons and 50,000 sq ft academic building.

All Saints' sees inclusivity and belonging as vital components of its mission, as this is the ethos of Episcopalian education. The School focuses on knowing and understanding each child and helping them to succeed by supporting their individual strengths. Often touted as one of the favorite parts of being an All Saints' family, the core tenet of community resonates far beyond classroom walls and into the parent community.

All Saints' is the only National Association of Independent Schools (NAIS) accredited Episcopal PK–8 school in Arizona, and also holds accreditations with Independent Schools of the Southwest (ISAS), Southwestern Association of Episcopal Schools (SAES), and National Association of Episcopal Schools (NAES).

ALL SAINTS' AT A GLANCE



Year Founded	1963
Grades Served	PK-8
Total Enrollment	524
Lower School Enrollment	270
Middle School Enrollment	254
Boys/Girls	54% Boys, 46% Girls
Diversity	35%
Students Receiving Aid	24%
Total Faculty and Staff	78
Student/Faculty Ratio	9:1
Average Lower School Class Size	16

THE LOWER SCHOOL AT ALL SAINTS'

OVERVIEW

With an exceptional faculty, resources, and a vision for challenging and supporting students, All Saints' Lower School is a vibrant and powerful learning community. Spacious classrooms, small class sizes, and experienced teachers allow a balance of structure and freedom conducive to maximum academic and personal growth. All Saints' faculty prepares students to become leaders and thinkers of the future, cultivating academic skills while also fostering process-oriented and relationship skills like perseverance, problem-solving, resilience, and critical thinking.



FACULTY AND CURRICULUM

Our experienced and committed faculty create an intimate and personal atmosphere for learning where each student is known. The lower school faculty and Division Head work as a close-knit team to provide a rich, challenging learning experience within a supportive atmosphere. Ongoing curriculum development is a large focus for the Head of Lower School in partnership with the faculty. Daily instruction includes a mix of whole group, small group, and individual formats with a focus on relationships as a catalyst for engaging students in learning. In addition, faculty members work collaboratively to create cross-curricular opportunities for students to engage in in-depth learning experiences.

The Lower School is made up of two pre-kindergarten classrooms and three classrooms at each grade level in kindergarten through fourth grade. Faculty specialists in music, art, science, technology, library, Spanish, religion, and Life Skills work with the classroom teachers to integrate many of these disciplines with core academics, further enhancing students' learning experiences. Pre-K through second grade classrooms have a maximum of 16 students and third and fourth grade classrooms can have up to 18 students.

FACILITIES AND FUTURE PLANS

Flexibility in using indoor and outdoor learning spaces is central to the All Saints' educational experience. Current lower school classrooms open directly to the outside, with classes utilizing both indoor and outdoor learning spaces year-round. Additionally, the School is concluding a Capital Campaign to fund an additional academic building set to open in the Fall of 2022. This building will include new classrooms for second-fourth grade and a new research and innovation center housing a library and makerspaces. The new lower school classrooms will open directly to personal outdoor learning spaces.

The final phase of the Capital Campaign will be completed during the 2022-23 school year with the launch of an outdoor learning commons in the heart of campus. This space was designed for the future of education and includes outdoor classroom spaces, performance space, a science exploration center, classroom gardens, and swings for reading. This space will be used in conjunction with the new state-of-the-art classrooms to allow faculty to teach in the ideal environment for our students.



THE OPPORTUNITY

All Saints' is seeking a Head of Lower School to provide leadership and expertise alongside faculty and members of the senior administrative team to develop our vision for the future by building on our strong tradition of academic excellence. The Head of Lower School reports to the Head of School, leads a division of approximately 30 experienced and committed faculty and staff members, and works with 270 students in grades PK-4.

The next Head of Lower School will have a thorough knowledge and understanding of curriculum development and pedagogy and the desire to institute best practices by leading a collaborative team. The Lower School Division Head will work with lower school faculty and

the administrative team to develop and implement an educational program that focuses on challenging and supporting each student as they move through the lower school grades and transition to Middle School. As a member of the administrative team, they will work collaboratively with the Head of School and partner with supporting personnel including the Associate Division Head and the Operations Coordinator.

The ideal candidate will exercise initiative in encouraging thoughtful and effective educational innovation for our challenging program by cultivating a culture focused on growth. The next Head of Lower School is a dynamic leader with vision and a passion for exceptional

PK-4 education. They will serve as an inspired visionary who drives academic innovation, curricular work, and collaborative change toward strategic priorities in partnership with the faculty and administrative team. The Head of Lower School is invested in the All Saints' community and is a visible and engaged leader on campus who prioritizes and cultivates meaningful relationships with students, families, and an experienced faculty.

This is a full-time, twelve-month, exempt position. The position provides attractive compensation and benefits in line with regional independent and Episcopal school norms.

HOW TO APPLY

All Saints' Episcopal Day School is seeking a new Head of Lower School effective July 1, 2022.

Interested candidates should submit the following to Marcus Hurlbut, Educators' Collaborative at mhurlbut@educatorscollaborative.com:

- Letter of interest
- Resume
- Statement of educational leadership philosophy
- Five references
- Up to three letters of recommendation (optional)

