



# SEABURY SCHOOL

PRE-K — GRADE 8



## HEAD OF SCHOOL SEARCH

Position Starts July 1, 2024

Tacoma, WA



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

# OUR MISSION

We challenge gifted children in a community that cherishes each individual and fosters a love of learning, discovery, and creativity.



*“Seabury is like an incubator for bright young minds.”*

*- Alumni, Class of '02*

## About Seabury

Seabury is the only independent school in the South Puget Sound area with programs specifically designed for gifted students in Pre-K through 8th Grade. The school focuses on the whole child – intellectual, social, emotional and development. Seabury nurtures the curiosity of the children, helping them pursue their passions and allowing their readiness and interests guide the pace and depth of their learning. Seabury School offers highly capable students an engaging educational experience in a community that “gets” them.

Seabury’s small class sizes allow the teachers to differentiate instruction to develop each child’s individual talents and strengths. As students socialize with their intellectual peers they learn to problem solve and explore independently and in partnership with others.

Seabury School is one of three Tacoma-area schools accredited by the Northwest Association of Independent Schools (NWAIS).

## Two Campuses – One School

The lower school campus, which serves Pre-K to 5th grade, is located in Browns Point in Northeast Tacoma and the middle school campus, which serves 6th grade to 8th grade, is located in the historic Knights Of Pythias building in downtown Tacoma’s theater district.

Browns Point is known for its breathtaking views of the Olympic Mountains and Commencement Bay. In addition to the natural beauty of its surroundings, Browns Point is a suburban community which offers a blend of urban amenities and easy access to the Port and Downtown Tacoma, a 15 to 20 minute drive.

In the heart of Tacoma, the Theater District is a beautiful area that allows for student involvement with local arts, political and community organizations. Students are able to walk or take public transportation to engage in projects such as painting murals with Spaceworks and meeting with the Mayor in their office to engage in urban planning conversations.

Commuting to Seattle from Tacoma by train is about an hour ride.

## More About Seabury School...

- Founded in 1989, Seabury was the brainchild of two retired educators, Barbara Field and Lee Woodworth Fisher.
- Seabury is a coed day school with 74 students in Pre-K to 8th Grade.
- Seabury is located on two campuses in Tacoma, Washington.
- We believe in child-centered education. We focus on the whole child – intellectual, social, emotional and developmental.
- Learning at Seabury emphasizes the development of creative, critical and analytical reasoning.
- Hands-on, experiential learning happens in every classroom, every day – and outside the classroom, too.
- We offer a personalized, developmentally appropriate approach to learning at all grade levels.
- STEAM has been a key part of learning at Seabury from day 1.
- In typical school years, all our classes take frequent curriculum-related field trips. Field studies take advantage of the abundant natural and urban resources in Tacoma, the Puget Sound area, the state – and beyond.
- Students have the opportunity to learn with other children who learn and think like they do.
- Class sizes are small – 15 or fewer students.
- Our faculty members are gifted themselves, with extensive training and experience in education for highly capable learners.
- Integrated curriculum allows in-depth study of complex topics.
- We emphasize the development of strong reading, math and writing skills.
- In addition to our core curriculum, all students participate in specialist programs, which include Spanish, performing arts, physical education, library/literacy and art.
- Our technology curriculum incorporates computer labs, coding, SmartBoards, iPads, cameras, and a middle school laptop program.

- The library media center features more than 11,000 volumes, Follett's web-based Destiny software and Overdrive/Sora e-books and audiobooks.
- We offer full-day prekindergarten and kindergarten programs.
- The lower school day begins at 8:15 and ends at 3 p.m. Middle school starts at 8:30 a.m. and ends at 3:15 p.m.
- We offer an extended day program at the lower school.
- We offer enrichment programs throughout the year through SeaburySquared, including the popular Summer@Seabury.
- Seabury owns and operates a bus that provides transportation between our two campuses and to and from other stops.



## Nurturing the individual - Fostering leaders

With programs for students from prekindergarten through middle school, Seabury is specifically designed for highly capable students. Small class sizes allow our teachers, who have extensive training and experience in education for gifted learners, to provide differentiated instruction to develop each child's individual talents and strengths. Seabury students learn to socialize and problem-solve with intellectual peers.

To find out more about our academic programs, click on the links below:

[Early Learning](#)

[Primary Grades](#)

[Fifth grade BRIDGES](#)

[Middle School](#)

[Special Programs](#)



## Admissions

### Together they make magic

Gifted children are not better or more special than other children. The children you'll meet at Seabury are simply children who learn differently and who need a school that allows them to learn something new every day.

Giftedness impacts everything about how a person perceives and interacts with the world. Our students need intellectual challenges, but just as important is education that nurtures their social, emotional and physical growth.

Intellectually advanced students benefit when they have the chance to learn and grow with other students and teachers who "get them." Bringing gifted youngsters together results in students who have a strong sense of identity and confidence.

When gifted kids share a classroom with other gifted students, magic happens. We see it every day. Ideas spark other ideas. Creative minds go places together that they wouldn't go on their own.

### Seabury students...

- Are intellectually advanced for their age. A complex vocabulary, a quick grasp of new information, a strong memory, advanced reasoning skills or a more sophisticated sense of humor than age peers are indicators of advanced intellect regardless of academic success in school.
- May be significantly ahead in one or more academic areas. For young gifted students, about 50 percent read early.
- Are not necessarily advanced in all areas. A student who is many grades ahead in reading may be developing more typically in math (or vice versa).



- Think more deeply and understand more fully than typical age peers. Seabury students understand abstractions earlier and ask questions that are more sophisticated than you would expect from typical students their age.
- Love complexity – complex stories in play, games with complex rules, and making unique connections between ideas are a few examples.
- Learn new information quickly and require much less repetition to master new learning. Too much unnecessary repetitive practice can decrease achievement rather than increase learning.
- May be at a much different developmental level intellectually than they are socially, emotionally or physically, and may need support when they are able to understand information that they may not be emotionally ready to process.
- Can be intense. They may be deeply sensitive, deeply intuitive, and/or highly active. Their minds are whirring all the time. They love to ask questions and have a strong need for justice and equity.
- Can be twice exceptional. Twice exceptional (2E) students are students who are gifted and have an additional developmental or learning difference that impacts them in the classroom. If you have a 2E child, our admissions team would be happy to talk with you about whether Seabury would be the right fit for your child's educational needs.



## 2023 - 2024 Tuition

Prekindergarten half-day - \$15,270

Prekindergarten full-day - \$18,850

Elementary program (K-5th grade) - \$23,950

Middle School (6th-8th grades) - \$26,900

Seabury School offers tuition assistance to qualifying students based on need and available funds.

## SeaburySquared: The Center For Gifted Education

The mission of SeaburySquared: The Center for Gifted Education, is to multiply – or expand – our outreach, including enrichment opportunities, support and resources for gifted children, their families and educators.

In typical years, we offer Seabury-style educational experiences for youngsters through eighth grade and expert speakers for families and educators – all open to the community.

## Board of Trustees

Seabury School is a 501(c)(3) non-profit organization governed by a voluntary Board of Trustees. The Board is made up of parents, alumni and professionals whose time and talents contribute to the operation of the schools. The Board's major responsibilities include the following:

- Hire and evaluate the head of school
- Define the school's mission and set policies
- Organizational planning
- Ensure financial resources are available to the school

## Diversity Statement

Seabury School is committed to diversity and does not discriminate on the basis of race, gender identity, religion, age, national origin, sexual orientation, or physical disabilities.





*"I love the way we get to learn ... You just get to be who you are."  
- Seabury 8th grader*



*"I've found my people"  
- Middle school student*

## About the Position

The Board of Directors of Seabury School seeks an experienced leader who will fully embrace the school's mission and bring the skills and passion needed to lead a community dedicated to educating the gifted student. Seabury School's next Head of School will enjoy networking and community engagement and have the capacity and initiative to work collaboratively to enable the community to realize its vision and future. Key attributes include a deep commitment to and experience in the field of gifted education, an understanding and commitment to diversity, equity and inclusion, and the ability to facilitate inclusive dialogue and build trust.

## Future Leadership Of The School

The Seabury School Board of Trustees seeks an experienced educator who embraces the heart and character of Seabury School's mission, vision and core values. A leader who has the skills and initiative to work collaboratively to develop a strong sense of shared leadership which will enable a community to continue to build and realize a compelling vision and future for the school. The Board of Trustees of The Seabury School is conducting a national search to identify and recruit the next Head of School. Joan Beauregard of Educators Collaborative solicited input from stakeholders while visiting the school and gathered input from constituents by way of an online survey. These constituents included faculty, staff, administrators, parents and trustees. Based on this input, impressions of the consultant, as well as input from the Search Committee, the following represents a summary of Seabury School's strengths, challenges and opportunities and the qualities and skills of the next Head of School.

**Strengths of the School:** The following are the most notable strengths of The Seabury School that will be expected to carry over through a leadership transition.

- Parents and educators who have a true appreciation for a school which cultivates and celebrates intellectual curiosity and a love of learning.
- A community dedicated to the mission to meet the needs of students advanced for their age and students who are twice exceptional (2E).

- Dedicated faculty and staff committed to the students who go above and beyond to engage and challenge the students.
- A program designed for students who benefit from a broad range of academic offerings taught in a small, individualized and supportive environment.
- A program and environment which focuses on the whole child, serving the unique socio-emotional needs of gifted development and not just focusing on academics.
- An engaged and supportive board dedicated to supporting the School and advancing its mission, program and initiatives.

## Challenges and Opportunities for the next Head of School:

- **Transition:** Ensure a successful transition to new leadership by taking the time to build trust among all constituencies. Build connections in the public school and the NWAIS school communities — peer schools, feeder schools and middle/high schools in the area.
- **Communications:** Evaluate and develop, where needed, clear communications with the community, both internal and external, to develop trust, understanding, engagement and support of the School.
- **Presence:** The next Head will be an avid participant in all components of Seabury School, visiting classes, lunches, and recesses, being regularly present at drop-off and pick-up, actively engaging at events, and enthusiastically supporting the daily life of the students.
- **Identity and visibility:** Branding and marketing is crucial to the long-term success of enrollment management. The next Head of School will need to engage with the faculty and staff to tell the story of what a Seabury School education provides its students and families. Communicating clearly, confidently, and engagingly the philosophy and the implementation of the program to parents will be a critical part of the next Head of School's job. The next Head of School and the faculty need to communicate the value of the Seabury model and that Seabury graduates are well prepared for the next steps in their educational journey.
- **Enrollment and retention:** Enrollment management is crucial to the long-term success of an independent school and Seabury is no exception. Define what is meant by "mission fit" to better serve the school both in admissions and development. The positives of Seabury need to be strategically marketed to retain present students and attract new students who will thrive at Seabury.
- **Professional support and evaluation:** Careful attention needs to be paid to providing leadership and support to a dedicated faculty and staff.
- **Finances:** Provide strong budgetary leadership and oversight. Ensure the financial sustainability of the school through careful analysis of tuition levels, financial aid, fundraising and additional sources of revenue.

- **Physical plant:** Continue the evaluation of campus and facility needs to consider revenue generating opportunities and support for expanded program offerings. The next Head of School should continue the conversation of campus and plant needs and position the school to be able to act upon opportunities. One campus which can house the pre-k to 8th grade is a priority.

**Qualifications and Attributes of the Next Head of School:** The next Head of Seabury School will be a leader who ideally possesses the following characteristics and qualities:

- Experience and love of teaching and working with gifted, talented and creative students in pre-k through 8th grade.
- A keen, respectful and astute listener and observer who will take the time to understand Seabury School.
- An educational leader with the pedagogical understanding and commitment to continue to foster a culture deeply committed to working with gifted students who need a school that both intellectually challenges them and nurtures their social, emotional and physical growth.
- Strong interest in and proven qualities necessary for effective leadership in education.
- Experience with fundraising (an aptitude to be involved with fundraising)
- Experience in financial management and enrollment growth.
- Experience and ability to identify, recruit, develop and retain a talented and diverse faculty and staff.
- An outgoing and warm personality with a genuine desire to engage in the school community at every level.
- An inspiring communicator who will speak passionately about the mission of Seabury School and its unique program.
- Strong interpersonal, presentation and written communication skills facilitating work with the school community and the local area.
- Evidences an abundance of characteristics typically found in successful school leaders: warm, personable, approachable, honest, character above reproach, relationship builder, a high degree of visibility, lifelong learner, positivity, humility, a sense of humor and the ability to work collaboratively and productively.
- Solid understanding of best practices in independent schools and the ability to build systems for effective and efficient operations.



## How to Apply

Applications for this opportunity are open. Candidates interested in this position are asked to submit the following materials by August 22, 2023:

- EC Summary Sheet and Disclosure Form (Contact Joan Beaugard for the 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 address)



### LOWER SCHOOL

1801 53 rd St. NE  
Tacoma, WA 98422

### MIDDLE SCHOOL

925 Court C  
Tacoma, WA 98402

### SEABURYSQUARED HEADQUARTERS

924A Broadway,  
Tacoma, WA 98402

[www.seabury.org](http://www.seabury.org)

## Contact

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Candidates are encouraged to speak personally with Joan Beaugard