



## HEAD OF SCHOOL SEARCH

Position Starts July 1, 2026  
Rancho Mirage, California







## MISSION

Palm Valley School  
is an exceptional  
learning  
community that  
educates, nurtures,  
and challenges  
each student to  
achieve excellence  
and contribute to  
our global society.



## THE SCHOOL

Since its founding in 1952, Palm Valley School remains the only non-religious college prep independent school in the Coachella Valley of California. As an accredited institution by the California Association of Independent Schools and the Western Association of Schools and Colleges, as well as a member of the National Association of Independent Schools, Palm Valley School has built a strong reputation by emphasizing small class sizes, community service, a well-balanced comprehensive program spanning academics, athletics and the arts, and exemplary college counseling. The school is committed to nurturing a diverse community of learners, and inspires lifelong learning through a balanced and differentiated curriculum. The school prides itself on employing remarkable faculty and staff who care deeply about their students and are invested in their success.

As the mission states, *Palm Valley School is an exceptional learning community that educates, nurtures, and challenges each student to achieve excellence and contribute to our global society.* Through a clearly articulated set of values, the school strives to live its mission in all its programming and interactions. Their seven core values—Individual Attention to Students; Inspiring, Passionate, and Innovative Teaching; Inquiry and Exploration; Academic, Artistic, and Athletic Growth; Trust, Respect, and Partnership; Diversity; and Responsibility to Self and Others—drive the program and interactions on campus.

## PALM VALLEY SCHOOL AT A GLANCE

Day School, Coed, Preschool (Age 2+), Elementary,  
Middle School and High School  
Independent School

Founded: 1952

### Finances

Budget: \$6,400,000

Investment Fund (Endowment): \$80,000

Debt: \$5.6M

### Development

Annual Fund: \$130,000

Annual Gala: \$130,000

### Student-Body

Students: 301

Preschool and Pre-K: 75

Elementary: (K – 5): 123

Middle School: (6-8): 58

High School (9-12): 44

### Student Diversity

- Female 45%
- Male 54%
- Non-Binary 1%
- Students of Color 39%

### Teachers, Staff, Administrators

- 58 teachers, including 3 part time
- 1 instructional assistant
- 17 staff and administrators (1 college counselor)
- Student-teacher ratio of roughly 6:1
- Board of Trustees: 10 (plus 1 Emeritus)



### Tuition for 2025/2026

Preschool 1 & 2	\$13,389
Pre-Kindergarten	\$13,629
Kindergarten	\$18,024
Grades 1-5	\$20,084
Grades 6-12	\$22,449

### Tuition Assistance

Received Financial Aid 25%

Average Award \$5,990

### Affiliations

National Association of Independent Schools, NAIS

California Association of Independent Schools, CAIS

Western Association of Schools and Colleges



## THE PROGRAM

### Pre-School: (Ages 24 months - 5 years)

Palm Valley Preschool serves students from 24 months through Pre-kindergarten. The Preschool provides a safe and supportive environment that fosters academic success while supporting the social and emotional development of students. Through individual instruction, the teachers develop deep and meaningful relationships with their students and families.

The dedicated teachers have designed a dynamic curriculum that engages students in meaningful learning experiences. From hands-on projects to thought-provoking discussions, the school is committed to nurturing curiosity and fostering a love for learning in each child.

### Lower School: (Kindergarten - Grade 5)

The years spent in Kindergarten through Fifth Grade are some of the most important, as they establish a strong foundation in academics, global citizenship, character, and social-emotional intelligence. Palm Valley's Elementary School offers a program that develops students in these areas through a safe, nurturing environment that seeks to encourage students to become active, lifelong learners.

### Middle School: (Grades 6-8)

Palm Valley's Middle School years are a defining period for students as they transition from childhood into adolescence. Middle school students experience an engaging balance of joyful and rigorous learning in a challenging and supportive educational environment that nurtures autonomy and competence and promotes academic, personal, and social-emotional development.

The school's ability to focus on individualized attention, offer robust advisory, arts, and athletics programs, and provide a variety of course electives, clubs, outdoor education, and service-learning experiences enabling student growth and an understanding who they are and where they want to go.







With Palm Valley School's mission and values in mind, the whole of every middle school student is embraced in positive and purposeful ways to advance their academic and personal potential and celebrate their uniqueness.

### **Upper School: (Grades 9-12)**

In the Upper School, students become part of an exceptional learning community where they are nurtured and challenged to develop the habits of mindful scholars to reach their academic and personal potential. To this end, Palm Valley School's core values guide all of its curriculum and programming in the upper school.

Small classes and the teachers' ability to design challenging classroom experiences foster student curiosity and breadth of interest, self-expression, joy, and ingenuity. All upper school students are encouraged by their advisors and teachers to engage actively in discussion, collaborate creatively to solve problems, to communicate their ideas effectively, and to learn from each other.

The culture of the upper school is demanding, joyful, supportive, and rewarding. Students build close personal relationships with their advisors, teachers, and each other to create a vibrant climate of cooperation and continuous commitment to the pursuit of learning and growth.

### **Athletics**

Athletics is an integral part of the Palm Valley School experience. Student-athletes gain lifelong lessons in the value of competition, perseverance, hard work, and the true meaning of teamwork. Palm Valley offers a, "No cut policy." They encourage students to try a new sport or activity that pushes them beyond their comfort zone. Students participating in school athletics are more connected to school and community life which results in better academic results and engagement at school.

### **The Arts**

Palm Valley School fosters a growing and innovative Visual Arts Department beginning in the Lower School with weekly Art lessons starting in Kindergarten through 5th grade. Students explore a variety of art mediums and styles as instruction is aligned with curriculum standards learning about The Elements of Art (line, color, shape, value, pattern, texture, and space). Art history, art styles, and artists from around the world are highlighted as inspiration to spark the imagination of student creativity and wonder.







Students in 4th and 5th grade take a more focused Graphic Design art class which introduces taking initial ideas from paper to a digital format. Students are guided through a variety of graphic design projects focused on the Principles of Design. Students use digital tools to build skills in file format, typography, and combining imagery with text for a target audience in mind. The seasonal after school Art Discovery class gives students an opportunity to further their skill earned in Art and extend their time for creativity with more arts and crafts.

Ultimately, each Lower School grade compiles a collection of their artwork to create a portfolio of projects that highlight growth and learning during their school year. This instills a pride and practice in Palm Valley students to support portfolio habits and growth for years to come.



In Middle and Upper School, Palm Valley School is proud to foster opportunities for students to expand their artistic talents with courses in the Fine Arts and Design. The Art Concepts elective is an introductory art class exploring both 2D & 3D formats. Students create dynamic artwork through drawing, painting, printmaking, collage, and sculpture while exploring the Elements of Art. Students maintain a sketchbook in this elective to further develop critical thinking and problem solving skills. Art history, art literacy, and creative career pathways is also a focus in Art at the Middle/Upper grade level.

The Mixed Media & Design elective guides students in creating art compositions to communicate ideas and themes in new and exciting ways! Students practice the use of charcoal, sketching, painting, watercolor, and found materials in different combinations. This course also explores digital page layout, graphic design, typography, and character concept design, preparing artists for a continually evolving digital skill set.

The Palm Valley School Visual Arts department encourages students of all ages to participate in the larger desert community and to get involved in the various art contests and exhibits the desert offers. They have had winners in both the Palm Springs Holiday Banner Contest and the Sunline Bus Transit Agency Student Art Contest.





### Theater Arts

The Theatre Arts program begins in the Lower School with each 4th and 5th grader receiving an opportunity to have a performing arts class once a week for 45 minutes. For the middle and upper school grades, electives in Theatre-Performance and Theatre-Tech and Design are offered year round through hour-long classes. Within the Performance class, the syllabus includes the audition process, rehearsal process, character development, and all aspects of putting together a full-scale show, resulting in at least 3 productions per year (Fall: Shakespeare Festival; Spring: Musical and Art Show-Cabaret). Everyone in this class performs in the productions. The Tech and Design class focuses on supporting the fall and spring productions by researching, learning about, and implementing each student's chosen focus during the productions themselves. Everyone in this class is involved with the productions. For both classes, the only after school commitments required are the performance dates as well as Tech Rehearsals and also possibly a few extra rehearsals for the soloists (if needed) as everything else is done within class time. Additionally, students may take vocal music and each year the voice teacher and the theater teacher collaborate on a school musical.

### THE CAMPUS

Palm Valley School occupies 34 acres in Rancho Mirage, CA in the middle of the Coachella Valley east of Los Angeles and north of San Diego. The stunning mountain views are ever present on campus. The campus features sub-campuses and buildings for each of the four divisions – Preschool, Elementary, Middle School, and High School, along with a full-size gymnasium, and several play and athletic fields.

Nestled between the mesmerizing San Jacinto and Santa Rosa mountains and [Joshua Tree National Park](#) on either side, the Coachella Valley is like no other place on earth. Some might even say it's magical. Health-seekers, adventurers, artists, and more have flocked here since the early 1900s in search of inspiration and serenity. The Valley includes towns such as Palm Springs, Cathedral City, Rancho Mirage, Palm Desert, Indian Wells, and La Quinta. With its great weather, it is home for readily accessible hiking and biking trails, tennis and pickleball, golf as well as a robust theater and fantastic restaurant scene. The Valley is also within easy driving distance to skiing in the mountains and surfing in the Pacific Ocean.







## **FINANCES AND FUNDRAISING**

The annual budget for Palm Valley School is \$6.4M and the school ran a small operation surplus of \$30K last school year (2023-2024). There is an endowment of \$80,000, though the school does not have any reserve funds. Palm Valley School carries \$5.6M in debt from its last project for the new High School building. The school raises about \$130,000 each year in its annual fund.

## **ENROLLMENT MANAGEMENT**

Palm Valley School accepts applications throughout the school year. The yield on acceptances runs between 88% and 93%. Last school year, the school received 86 applications and accepted 71 students. The student attrition rate runs approximately 25% each year.

## **THE ADMINISTRATION**

There are currently nine administrators supporting the operation of the school, including the Head of School. There are three division heads (Pre School, Elementary and Middle School/Upper School), and full time Directors for Admission, Development and Marketing, Technology, and Athletics. A Chief Financial Officer completes the administration team.





## LEADERSHIP PROFILE

### Opportunities and Strengths

#### Strengths

- A very strong community that supports the school and its mission. Constituents consistently praise the tight knit community and the welcoming feeling on campus
- A dedicated parent and employee community marked by strong volunteerism and long tenures at the school
- Small class sizes and the overall low student-teacher ratio where faculty and staff truly know each student. Meaningful relationships are forged between students and faculty—a hallmark mentioned by students, parents and faculty
- Excellent college placement, including securing multiple acceptances as well as scholarships for attending
- A comprehensive, well rounded and joyful PS - 12 educational program for students who are well loved and cared for
- A strong mission and core values that guides the curriculum and teaching, as well as the interactions among students and adults
- A supportive Board of Trustees that is deeply committed to the strategic development of Palm Valley School
- A large beautiful campus with multiple play areas, fields, gathering places, music and art studios, a block box theater, and a full sized gymnasium

#### Opportunities/Challenges

- Increasing enrollment and retaining current students/families
- Assure financial stability and sound management of resources, balanced with affordable costs for families
- Continue to build trust throughout a school community that has been through recent transitions and change
- Improve protocols for communication within the school community and to external constituents
- Continue to further academic excellence in all divisions, and assess the breadth of extra-curricular activities including athletics
- Recruit, retain, and compensate high quality faculty and staff
- Maintain WASC/CAIS accreditation and strategic planning initiatives



## Desired Characteristics and Skills

- The ability to partner well with the Board
- Leadership/management experience in an independent school
- Experience growing enrollment
- Recruitment, retention, support, and management of faculty and staff
- A solid understanding of best practices in independent schools and the ability to build systems and protocols for effective and efficient operations
- Attributes expected in a great leader, including: self-awareness, integrity, empathy, intellectual curiosity, positive energy, humility, a sense of humor, ability to stay strong in the face of challenge, honesty, transparency, approachability, a collaborative nature, and an engaging personality
- Skilled as a systems thinker, able to see connections among the four divisions to support a “one school” alignment
- A leader who is engaging, inspiring, and motivational with the internal community and participatory, active and inspiring within the Coachella Valley external community
- Vision and conviction to keep the school dynamic and evolving, while honoring its longstanding values and history
- Experience in financial management, fundraising, marketing, and an expectation to play a critical role in all aspects of operations
- Excellent written and verbal communication skills
- Commitment to being visible during the school day and at school events with a genuine desire to engage at every level with the school community
- An interest in encouraging and developing growth in adults
- Capacity to listen with an open mind and make decisions based on, when appropriate, input from others and, always, thoughtful reflection
- Ability to manage change effectively and create buy-in toward a shared vision
- Management skills that are tried and true, reflecting ability to delegate and hold others accountable with fairness and clarity
- An enthusiastic appreciation for students across the PK through 12th grade years



## NON-DISCRIMINATION POLICY

It is the policy at PVS to provide equal employment opportunity for all applicants and employees. PVS does not unlawfully discriminate on the basis of race, color, religion, (all aspects of religious beliefs, observance or practice, including religious dress or grooming practices), sex (including pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender (including gender identity and gender expression), national origin or ancestry, citizenship, age, physical or mental disability, legally protected medical condition or information, genetic information, family care status, military caregiver status, veteran status, marital status, registered domestic partner status, sexual orientation, or any other consideration made unlawful by local, state, or federal laws.





## SEARCH CALENDAR

### **Applications are due by July 31, 2025.**

Semi-Finalist Interviews: August 23 and August 24, 2025

Finalist Campus Visits: September 4 and 5; 11 and 12; and 18 and 19.

Announcement: Approximately October 1, 2025

### **Application Materials Requested**

We encourage a preliminary conversation with Joan Beauregard and/or Eric Temple (see below) to learn more about this exceptional opportunity. Those interested are asked to submit these materials, **in the order listed, in a Single**

#### **Merged Document:**

- EC Candidate Summary Sheet (contact consultants, Joan and Eric, for this document)
- Letter of Interest addressed to the Search Committee
- Current résumé
- Statement of educational and leadership philosophy
- A list of five or more references with contact information (including phone numbers and email addresses)
- EC Disclosure Form (contact consultants below for this document)

#### **If interested, please contact:**

Joan Beauregard, Educators Collaborative  
[jbeauregard@educatorscollaborative.com](mailto:jbeauregard@educatorscollaborative.com)  
(206) 851-6616

Eric Temple, Educators Collaborative  
[etemple@educatorscollaborative.com](mailto:etemple@educatorscollaborative.com)  
(415) 279-1837

Compensation and benefits are competitive, with an anticipated salary range of \$200,000 to \$250,000.



**PALM VALLEY**  
SCHOOL

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