



Position Statement
Head of School Search
Andrews Osborne Academy
Willoughby, Ohio
July 1, 2023



Head of School

POSITION STATEMENT

Start Date: JULY 1, 2023



OVERVIEW

Andrews Osborne Academy (AOA) serves 315 students in grades pre-K–12, PG. The school is located on a beautiful 300-acre campus in the city of Willoughby, 25 minutes east of Cleveland, Ohio. AOA is the result of the merger 15 years ago of two distinct schools: The Andrews School, a girls' day and boarding school for grades 9 to 12, and The Phillips Osborne School that was a coed, pre-K–8 school. The schools came together to form the largest independent school in Lake County. The student body is made up of approximately 73% day students and 27% boarding students with an even gender distribution. The students currently represent six states and 22 countries.

AOA is an extraordinary school, known throughout the region for offering a community built upon deep and meaningful relationships between and among teachers, students, and families. AOA is invested in two deeply held beliefs—that students need to think critically and creatively. An AOA education empowers students to develop into empathic and caring global citizens capable of leading the way into a dynamic future.

The headship of AOA is a special and unique leadership opportunity, while there are several significant challenges for a new head of school to embrace and address. To lead AOA into the future will require an individual who respects tradition, but also builds a bold vision for an emerging school and superior management and communication

skills to realize that vision. This position requires inspired leadership and management working with a terrific faculty and administration that will lead the school to a very exciting future.

As one parent noted: “my kids have had the opportunity to be somebody at AOA whereas at other schools, it would’ve been easy for them to blend in. AOA offers plenty of opportunities for students in terms of sports, arts and extracurriculars. If a child is interested in something that doesn’t exist at AOA, the teachers work to make it a possibility.” Another parent describes the school: “the diversity we have in our student body makes us very different from other schools. The next head of school needs to understand the history of AOA and have a vision for the school moving forward.”

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MISSION

Andrews Osborne Academy prepares students for higher education and empowers them to be successful leaders committed to serving in an international community.

CORE VALUES

- Community
- Creativity
- Diversity
- Global Awareness
- Leadership

HISTORY OF AOA

It began with a vision... young visionaries Wallace Andrews and his wife, Margaret, living in Willoughby, Ohio in 1877, were firm believers that women needed to be self-sufficient and self-reliant. They established the Andrews Institute for Girls in 1910 that reflected their belief in educating a young woman to be self-supporting. That school would continue to educate young women for decades to come.

Jerome T. Osborne, after a most humble beginning, was known for his entrepreneurial spirit and unrelenting energy. Often referred to as one of the greatest businessmen of all time, his philanthropic endeavors may be what he has been remembered for most. Jerry, as he was known to all, also had a love of education and learning. When both The Andrews School and the The Phillips Osborne School faced economic struggles in 2007, this visionary generously supported and encouraged the merger of both schools as the right thing to do. His legacy, just like those of the Andrews, will live on for generations to come.



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PROGRAM

At Andrews Osborne Academy, students learn the important skills needed to thrive and excel in a global world by challenging them to achieve academic excellence through a focus on critical and creative thinking, public speaking and global awareness. AOA's stand-out academic programs, state-of-the-art facilities, and robust curriculum provide an educational experience that is unrivaled. The faculty are talented, creative, forward thinking and inspirational professionals who lead each student's personal learning journey with great attention to the individual student.

AOA achieves academic excellence by offering classrooms rich with cross-content learning experiences, active learning, collaboration, and project-based assignments. Creative thinking is incorporated into the classrooms to guide students beyond content mastery and stimulate discovery and innovation. Classroom lessons, across all levels, promote perspective-taking into design to foster fluent, flexible and original thinking. As a central component of leadership and academic excellence, public speaking occupies an important place in the curriculum and is a focus in lower, middle and upper school classes.

Students from 22 countries and six states create a unique opportunity for developing global awareness right on the campus. AOA is a vibrant and diverse student community of passionate learners that bring each other a wealth of cultural perspective and understanding that allows each student to gain a unique view of the world around them and graduate as global citizens.

AOA's lower school is where a student's cognitive, creative, social and physical abilities develop and thrive in a loving, supportive, and warm environment. A safe, yet challenging learning environment is created through family involvement, collaboration, and intimate class settings where teachers get to know each student, how they learn, and what interests and motivates them. The academically challenging program addresses different learning styles while fostering critical thinking and developing problem-solving skills. As the students acquire cognitive skills and

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learn to take risks, they work cooperatively and make sound choices. The core curriculum in the lower school includes literature-based reading, language arts, writing, math, social studies, science, world language, physical education, music, visual arts, and technology instruction.

The middle school at AOA is a traditional, challenging curriculum rooted in fundamentals which are presented by engaging and caring professionals. Students engage in interdisciplinary units of study throughout their sixth, seventh, and eighth grade years. From cross-curricular experience of ancient Greece, reliving colonial times, or engaging in seminars about current world issues, students are actively engaged in challenges to cultivate their creative and critical thinking skills, while developing a global perspective.

One fascinating component of the middle school program is the Genius Project. Each year, students dream, create and blog about a project of their choosing. Students are encouraged to explore their talents, develop academic and leadership skills, and build confidence while engaging in work that is individually meaningful to them. To conclude their Genius Project, students prepare and present speeches sharing their efforts with their fellow middle school student peers, faculty, and parents. AOA's advisory program begins in the middle school offering student support and flexibility to engage in a variety of active learning experiences. This program aims to

support students academically, promote personal ownership, and cultivate a sense of community through service and tradition.

With over 120 courses available in the upper school, a low teacher ratio of 6 to 1 and an academic advisor, students receive an individualized schedule with honors and advanced placement courses available with a strong focus on college planning. Students also participate in community service programs, athletics, and have leadership opportunities in any of the 40 clubs and activities. AOA stresses the importance of educating the whole student and with that provide annual class trips to a variety of US cities.



Students can apply the curriculum they study in the classroom to real life experiences beyond the walls of AOA. Additionally, with weekly student lead assemblies and an emphasis on class presentations, students develop their public speaking skills culminating with the senior experience speech.

AOA has an enormous array of exciting courses for students including biotechnology, probability and statistics, video game design and 3-D modeling, video animation, financial management, dance, African-American literature, sculpture, genetics, and philosophy through film are just some of the courses available to upper school students.

College counseling at AOA is truly unique. The process starts at the beginning of high school. It is the belief that students will be better prepared to make well-informed and thought-out choices regarding the college fit. By the spring of the junior year when the formal college search process begins, students start this phase of their life feeling confident and well-informed. There are multiple resources available to each student to assist them in the college process. Professionals are available to support the student in every way possible. Students are encouraged and invited with their parents to work collaboratively with AOA to ensure that all parties are well supported in the college search, application and decision process.

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LOCATION AND CAMPUS

Andrews Osborne Academy is in the beautiful Northeast Ohio city of Willoughby, Ohio. The campus lies within an easy walk, less than one mile to the center of city. Willoughby is approximately 25 minutes east of Cleveland, Ohio. AOA is located on a gorgeous 300-acre campus. The facilities are fantastic for a school the size of AOA and provide ample spaces for learning, recreation, and community engagement.

Cleveland has a plethora of fantastic natural sites, parks, and outdoor spaces to explore, as well as historical structures insights and early 20th century buildings. It offers a dynamic arts and cultural scene with vibrant museums, theaters, and grassroots performance halls where you may discover

something new time after time. Cleveland is also home to world-class healthcare thanks to the wonderful organizations of the Cleveland Clinic and University Health Systems.

In Cleveland, “we have world-class experiences without the world-class ego. And for that, you’re welcome.” Cleveland has experienced a rebirth with a vibrant downtown that offers something for everybody, and an expanding suburban and regional area that has everything from the nation’s number one amusement park to world class athletics, a wide array of cultural activities, the arts, and new restaurants. You name it, Cleveland has it.

AOA provides housing for several faculty and staff members, including a beautiful head of school residence.



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FAST FACTS

Grades PK-12, PG
Established in 1910
9 Honors Courses
13 AP Courses
6:1 Student/Teacher Ratio
28 Athletic Teams
7 Dormitories
6 Academic Buildings
6 Athletic Fields and Tennis Courts

STRENGTHS OF AOA

One would be hard-pressed to find many schools that can match AOA's commitment to the success, growth and development of each student. AOA can proudly point to many strengths, but of note are the following:

- A dedicated faculty who models collaboration and actively supports the students and each other.
- A family friendly and very welcoming and supportive environment. This is an engaging, diverse, genuine, and global extended community.
- Cohesive faculty-student relationships.
- Focus on the individual student by taking advantage of small classes.
- A well-balanced and robust academic program throughout the entire school.
- A beautiful campus and a great location.
- Excellent co-curricular programs that empower students to peruse passions and explore new interests.
- A true sense of kindness permeates the entire campus.
- A very comprehensive and successful college counseling program.
- Students are free to explore, and try new things in a very comfortable environment.

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OPPORTUNITIES AND CHALLENGES

Andrews Osborne Academy seeks to appoint a new head of school for July 1, 2023. As mentioned earlier, to lead AOA into the future requires an individual who respects tradition but also has a bold vision. This leadership opportunity requires inspired leadership. There are significant challenges for a new head of school to embrace and address, as described here:

- Sustain and appropriately grow a stable enrollment by articulating a coherent and compelling value proposition in an increasingly challenging PK-12 enrollment environment. AOA's next head will have the opportunity to make an early and important impact on enrollment strategy for the school to move forward.
- Attracting and retaining outstanding teachers in an increasingly competitive environment. The talented employees at AOA are the lifeblood of the school. The next head of school will need to stay focused on ensuring that they can build and sustain the compensation and culture needed to attract and retain exceptional faculty and staff.
- Strengthening listening, decision making, and communication. Lines of authority need to be clear; voices that will be able to inform decision making need to be clear; more than ever before, open, transparent communication will be a huge priority to strengthen interest in facilitating collaboration among faculty, staff, administrators, and parents.
- Expanding fundraising. To accomplish its next set of strategic priorities, AOA will need to rely on increased generosity from its community. In partnership with the board, the next head will need to work both to grow annual giving and to cultivate the conditions needed to facilitate major gifts.

- Sustaining strong governance. The AOA board will need to continue to attract trustees who actively work in partnership with the head of school, maintain boundaries, and ensure strong lines of communication with others in the school community.
- Strengthen the schools admission profile by enhancing the name recognition and reputation of the school in the greater Cleveland region.
- Restore cultural norms including a clear and equitable disciplinary process.
- Be a lively and engaged presence in the halls, classrooms, labs, studios and playing fields of the school, connecting with 3- to 18-year-old students, teachers in all three divisions, staff members in all departments, alumni scattered across the region and country, and parents eager to engage in the vibrant AOA community. This quality of leadership will be especially vital in the post-pandemic recovery process; the community yearns for connectedness across all constituents.
- While the AOA campus is beautiful and an impressive asset of the school, continued work is necessary to sustain and improve school facilities. From improving infrastructure, to increasing accessibility and attending to the gardens and outdoor spaces that grace the school, facilities will require consistent upkeep and planned refurbishment. The older buildings of the school are both beloved and—in some cases—in need of repair and renovation.

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THE POSITION

The successful head of school for AOA will be a mission and values-driven leader who will embody and demonstrate most, if not all, of the following skills, qualities, characteristics, and experiences:

- Demonstrated success as a visionary, strategic and inspirational educator.
- A superb relationship-builder, a visible, positive leader who engenders trust and confidence, inspires, align stakeholders, and serves as a bridge builder.
- An active listener with a collaborative nature.
- Personal integrity, high emotional intelligence and inspirational spirit, along with warmth, energy, enthusiasm, and a sense of humor.
- Talent for identifying, selecting, and retaining outstanding administrators and teachers as well as supervising and developing them and encouraging their professional growth.

- Experience as a strategic thinker.
- Financial acumen, fundraising experience, an entrepreneurial spirit, and a record of enrollment management experience.
- Ability to strike the right balance between a warm, compassionate, approachable demeanor with clear, honest, firm and decisive judgments and actions without micromanaging.
- A strong manager who can hold people accountable and create structures and systems that promote effective communication and organizational alignment.

APPLICATION PROCESS

Interested candidates may apply online on the RG175 website: <https://rg175.com/candidate/signup>

To be considered for this exciting leadership opportunity, candidates must submit a cover letter detailing their interest in the school, a résumé, and a personal statement. In addition, candidates must list at least five references initially with contact information.

Application deadline: **October 21, 2022**

For further information, please contact RG175 Consultant John S. Farber: jfarber@rg175.com