



**Hampton Roads
Academy**

Think • Explore • Discover



Position Statement

Head of School

Start Date: July 1, 2023

Hampton Roads Academy

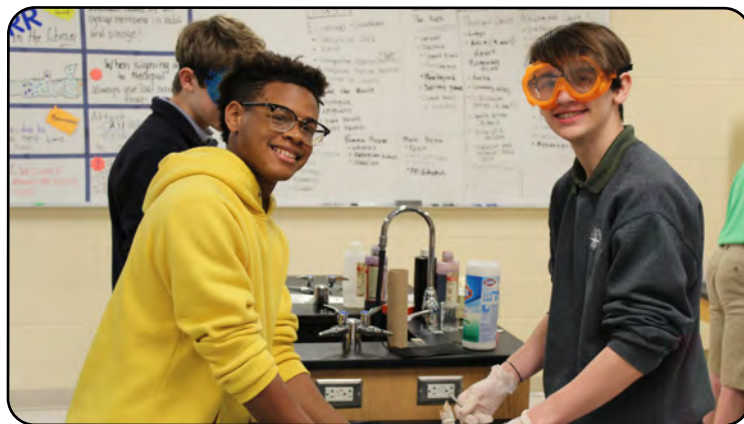
Newport News, Virginia



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INTRODUCTION AND HISTORY

Hampton Roads Academy (HRA) is an independent, coeducational day school for 645 students, Junior PreK through grade 12. The School, founded in 1959 by a group of parents familiar with independent schools in other communities, opened with 60 students in grades seven through 11. In 2008, Hampton Roads Country Day School, serving students in grades K-5 and located on the same campus as HRA (then grades 6 - 12) merged with HRA, forming the current school. Located in Newport News, Virginia, the School was the first and remains the only independent, nonsectarian, college-preparatory school on the Peninsula.

Hampton Roads Academy is known for its strong academic program and is an exceptional place for students to learn and grow intellectually. The atmosphere of community and learning is palpable and the culture is one of honesty, respect, and responsibility. This is supported by a robust, well-developed, and vibrant Honor System. This system, comprised of an Honor Code, an Honor Council, an Honor Pledge, and HRA's Core Values is the framework by which the entire school operates. ([HRA Honor System](#))

The mission statement defines Hampton Roads Academy as “an inclusive community of service and compassion that prepares students to excel intellectually, artistically, physically, and morally in higher education and in life.” The logo, a compass rose, pairs with the student-centered motto: “Think. Explore. Discover.” On campus, one gets the sense that students (“Navigators”) are doing exactly that. They are guided by a highly professional and committed faculty and staff. Indeed, parents, faculty, and students all cite close, genuine student-teacher relationships as a hallmark of HRA: a noticeable trait of the faculty and staff is to go the extra mile for students and colleagues.

The city of Newport News sits on a prime vantage point where the James River meets the Chesapeake Bay. Founded shortly after Jamestown, the region is rich in history, minutes from Williamsburg, and a short drive to Virginia Beach and the Atlantic Ocean, Newport News is close to ten colleges and universities including The College of William and Mary, Hampton University, Norfolk State University and Christopher Newport University.

AT A GLANCE

Enrollment: 645

Students of Color: 30% in 2021

Endowment: \$2.3M

Acceptance Rate: 75%

Students receiving financial aid: 24%

AP classes offered: 19

Annual fund: \$505,000

Parent Giving: 46%

Alumni Giving: 8%

Student-Teacher Ratio: 9:1

Campus Acreage: 53 acres

Mid 50% SAT Scores: 1130 - 1450

Tuition Range; Pre-K: \$12,745;
Grade 12: \$22,095

Upper School Participation in at least one sport: 73%

Visual and Performing Arts Presentations: 20+



PROGRAM

Hampton Roads Academy nurtures a love for lifelong learning and, in the words of one faculty member, “excels at preparing students for life beyond the classroom.” The academic program is strong. Small class sizes and close relationships between students and teachers are cited as distinguishing characteristics.

The Lower School serves students 3 years old through the 4th grade. The heart of the Lower School is located in a newly constructed, light-filled, and vibrant addition. Reading is undergirded by a strong phonics program and writing skills are taught alongside reading starting in kindergarten. By the time students move to the middle school, they are typically a year ahead of grade level in reading and mathematics. The School’s 1:1 iPad program starts in PreKindergarten. The following links provide additional information about the program: [Language Arts | HRA Curriculum](#); [LS Math | HRA Curriculum](#); [HOME | HRA Curriculum](#)

The middle school, covering 5th - 8th grade, has an average class size of 16 students. A traditional academic program is augmented by an innovative digital learning program (iPads), an outdoor education program, and robust extracurricular and athletic offerings. A variety of electives (“Exploratories”) are part of the academic curriculum. Fifth graders enroll in exploratories that last for a quarter while 6th, 7th, and 8th graders have a variety of semester and year-long electives from which to choose. The following links provide additional information about HRA’s program and offerings. [HOME | HRA Curriculum](#); [Tech & Elective Courses | HRA Curriculum](#)

In the Upper School program, 19 AP courses are regularly offered. Eighty percent of AP exams taken earn a score of 3 or higher. A unique aspect of HRA’s Upper School program is the REACH Initiative (Real-world Experience & Academic Choice.) Students involved in REACH delve deeply into a course of study about which they are passionate. They may apply to pursue one of six focus areas: Applied Sciences and Technology; Environment Studies and Outdoor Leadership; Global Studies; Health Sciences; Performing Arts and Humanities. All students, regardless of





whether they are involved in REACH, are encouraged to engage in relevant, real-world exploration. Mentorship and internship opportunities are available with the business world and with local universities and research facilities. Also available to students are independent studies, summer travel, and community outreach programs. The Science department routinely partners with several colleges and universities on research projects. (Information about the REACH program and research opportunities may be found at: [Upper School REACH \(hra.org\)](https://www.hra.org/Upper-School-REACH); [Research Opportunities \(hra.org\)](https://www.hra.org/Research-Opportunities).) There is a full complement of extracurricular offerings and robust, ambitious athletic offerings.

Additional information about the academic program in each of the divisions at Hampton Roads may be found at: [HOME](#) | [HRA Curriculum](#)

PEOPLE

Hampton Roads Academy is home to 645 students (242 Lower Schoolers, 202 Middle Schoolers, 201 Upper Schoolers.) The School draws from a wide geographic range with some families living 30+ miles from the school. In the last 10 years, the School has seen significant growth in total enrollment, from 568 to 645 students. The growth in the Lower School is notable (it is up 94 students) while Upper School enrollment has declined from a high point of 265.

Cultural diversity is well established at HRA: 30% of students reflect a range of diversity—racial, socio-economic, nationality, sexuality and gender, religious, and ethnic.

There are 72 full-time dedicated and highly professional members of HRA's faculty and staff. They are well regarded by the parent community and appreciated by the students. Hampton Roads Academy has a total of 105 employees. Many



children of employees benefit from a generous financial assistance program.

An administrative leadership team of 8 (Athletic Director, Chief of Staff, Director of Advancement, Director of Finance, Director of Enrollment, Head of Lower School, Head of Middle School, and Head of Upper School/Director of College Counseling) report directly to the Head of School.

Hampton Roads Academy is governed by a 22-member board of trustees. This is a dedicated, sophisticated and supportive group who do the work of governance through a well-established committee structure. Seven members, including the outgoing and incoming board chairs, are alumni.

FINANCES, FUNDRAISING, AND FACILITIES

In June 2022, the School finished a \$7.5M capital campaign for 12 new classrooms, a dining hall and a hydroponics lab. The 2021-22 annual fund (not included in the capital campaign numbers) raised \$505,000 with support from 46% of the parents and 8% of the alumni.

The finances of the Academy are solid. The \$13M operating budget is balanced. For 2022-23, HRA will award \$1.6M in financial assistance. The School, which has an endowment of \$2.3M, holds a capital mortgage of \$300,000 with a plan to retire all of that in the near future. As part of the financing of the most recent building project, the School took out a line of credit for \$866,000. That line of credit is

covered by campaign pledges and as pledge payments come in, it will be paid down.

Hampton Roads Academy has an impressive and attractive facility. It sits on 53 acres and has 6 tennis courts and 4 playing fields, including a football field that is ringed by a track. There are two large gyms, the older of which houses two full-size basketball courts. The newer gym, which also houses two full-size basketball courts is a stunning competition space. The combined facilities allow for practice space for 7 basketball teams during the winter sports season. A high-ropes and challenge course, used frequently in the outdoor adventure classes, graces the far end of the open fields.



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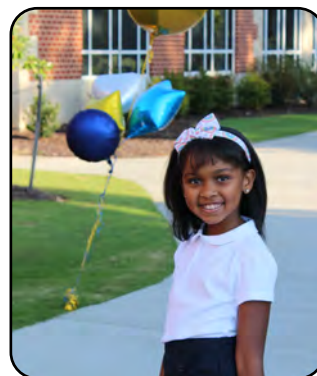
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There have been two recent major additions to the school. In 2013, HRA remodeled the front of the School, adding a gracious reception area with a student commons and an inviting admissions suite. This addition included an US wing housing 5 state-of-the-art science labs and 7 humanities classrooms. In 2020, the school built a stunning, light filled facility for the Lower School. The large, generously sized classrooms open into a large, attractive common space in the interior. Each classroom has direct access to the outside. A new playground was added as was a light-filled dining hall. A hydroponics garden, also built as part of this project, supplies fresh lettuce, spinach, and other leafy greens for the dining hall.

NOTABLE STRENGTHS

- A strong sense of community that evokes warmth and kindness among all constituents.
- A strong college preparatory program with high academic standards.
- A palpable emphasis on student character development as evidenced by a student led Honor System.
- Dedicated and experienced faculty who care deeply about students' intellectual, moral and social-emotional growth.
- A beautiful, well-maintained campus with attractive facilities.
- An authentic faculty culture of support and collaboration.
- Stable and strong leadership that has expertly guided the school for the past 13 years.



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CHALLENGES

As was the case with many independent schools, Hampton Roads Academy's enrollment was impacted by the Great Recession. It is a credit to school leadership that enrollment has rebounded since then, but even the present enrollment invites discussion about the desired size of the student body, the composition, and, as a result, the identity of the school. The next Head will need to lead this discussion using data and deep analysis to help the school clarify its market position, its aspirations, and its strategic thinking.

The implementation of a robust STEM program as detailed in the strategic plan should be a major priority for the next Head.

The extent and pace of change in the area of diversity, equity, and inclusion requires building a degree of consensus and establishing guardrails and aspirations moving forward. This effort must be a partnership between the Head, the Board and the faculty.

Intimately connected to the enrollment issue, athletics at HRA is a source of on-going concern. The next Head will need to work with the Board and the Athletic Director to determine intermediate and long-term goals.

No matter the strategic direction the School takes, HRA would benefit from a more intentional marketing strategy to ensure that the served communities understand the School's value proposition.

QUALITIES OF THE IDEAL CANDIDATE

- A learner, a person who will develop deep insights using data and qualitative feedback to develop a strategic direction in partnership with the Board for the school.
- A superb team builder who can identify the strengths of fellow colleagues and leverage them to advance the school.
- A skilled recruiter of faculty and staff.
- A superb communicator who can articulate the school's value proposition and use words to inspire stakeholders.
- An experienced administrator and teacher who understands the rhythms and challenges of school life and the role schools play in communities today.
- A person who can create a realistic vision and who will take the time to understand Hampton Road Academy's unique legacy, strengths, and challenges in order to create a "winning aspiration" and implement it.





- A resourceful leader who can tap talent within and outside the school community in order to achieve goals.
- A visible, positive leader who embodies the wonderful qualities of the school and is prepared to build on its legacy.

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 resume, and a personal statement. In addition, candidates must list at least five references.

Application Deadline: **December 1, 2022**

For additional information, please contact RG175 consultants:

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or

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