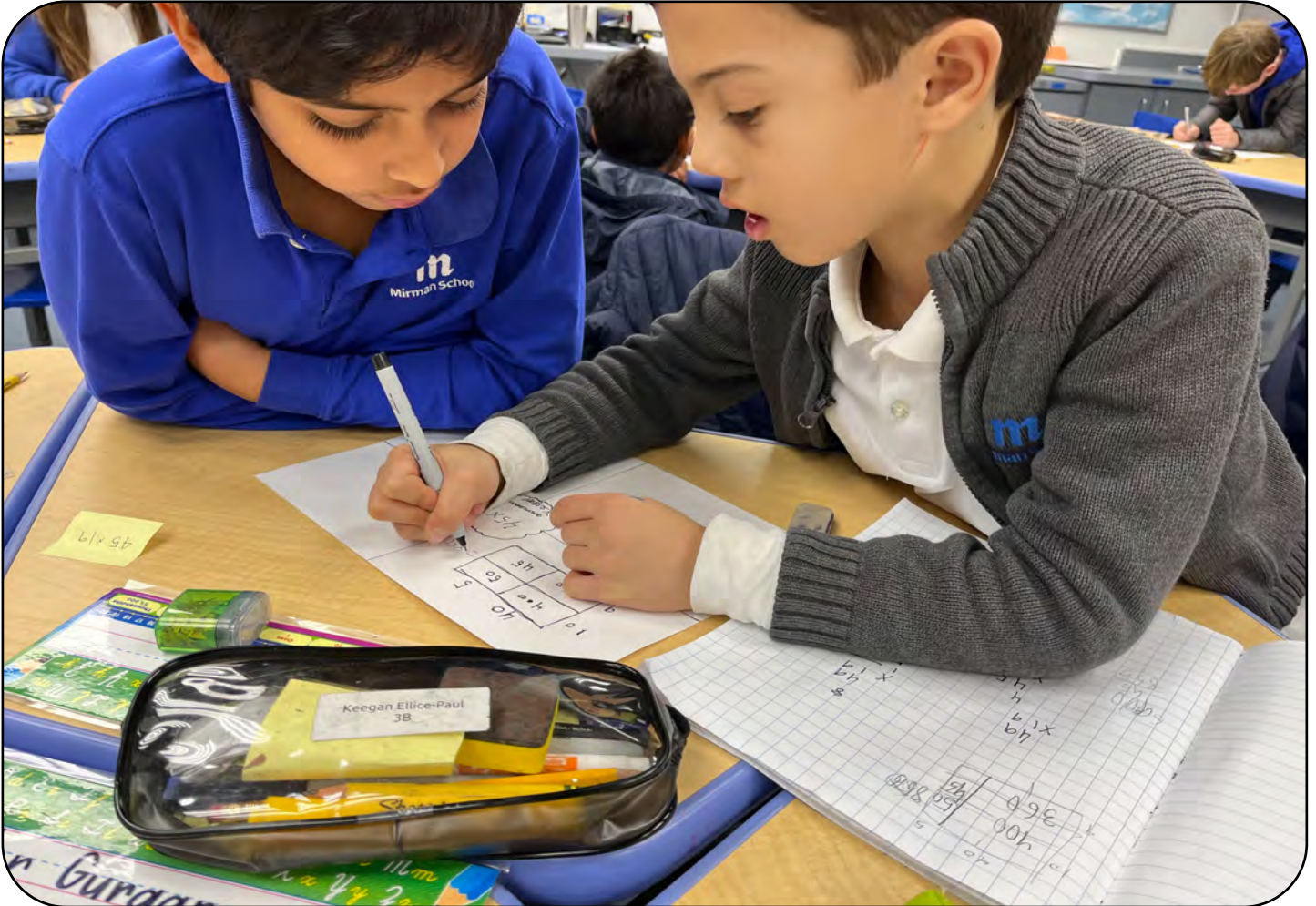




Mirman School



**Position Statement
Head of School**

Mirman School

**Los Angeles, California
Start Date: July 1, 2024**



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Mirman School cultivates the boundless potential of highly gifted children, nurtures their passions and talents, and develops a diverse community of creative and constructive lifelong learners.

Started in 1962 with nine students in the West Los Angeles home of Norman and Beverly Mirman, Mirman School has matured into a well-appointed campus with 375 students atop a winding stretch of LA's Mulholland Drive. True to its original vision, Mirman strives to challenge and inspire highly gifted children to become complex and creative problem solvers as well as active members of local and global communities. Through student-centered programming, Mirman is committed to fostering a safe and inclusive school culture with a focus on the whole child.

Mirman is now seeking a new Head of School to lead the continuation of this journey at a truly unique school with a history of educating highly gifted students in kindergarten through 8th grade for a future without limits. Mirman has, under current leadership, broadened and deepened the definition of highly gifted education with a focus on embracing and supporting the many facets of giftedness and nurturing students' abilities to reach their highest potential. Mirman is committed to personalizing curriculum through depth and complexity, while celebrating the intellectual, creative, and kinesthetic dimensions of childhood and adolescence. Students see themselves as authors, poets, inventors, athletes, and artists, and Mirman strives to recognize and promote their unique talents. As one parent put it, "This is the school for the saxophone-playing student who relishes algebra and runs track."



As a result of its latest strategic plan, successful fundraising, and the construction of a new 13,000 square foot building, enrollment will grow to 425 for the 2023-24 school year. Through a decade of visionary leadership by Head of School Dan Vorenberg and a dedicated Board of Trustees, Mirman enjoys all the markers of a successful school: clear commitment to the mission of educating and supporting the whole child, talented faculty and staff, strong demand for admission, robust fundraising, solid financials, and an ethos of constant improvement.

Starting in July 2024, the new Head of School will be charged with continuing the impressive evolution of Mirman's programs, keeping children and a strong commitment to mission at the center of its work. This is an outstanding leadership opportunity for an educator with a vision for ensuring that Mirman remains a leader in highly gifted education.

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CORE VALUES

Mirman is responsible for both the academic and social-emotional growth of students. We foster strong character traits in our students as they develop both the individual and community skills necessary to be contributing members of society. Mirman's core values are:

Responsibility: *We are obligated to care for ourselves, our community, and our environment.*

Integrity: *What we believe is right directly shapes our actions.*

Discovery: *We enthusiastically pursue knowledge about ourselves and the world around us.*

Empathy: *We strive to understand and value the experiences and feelings of others.*

Resilience: *We recognize challenges as necessary steps in learning and personal growth.*

The core values are discussed and taught in our classrooms, on our playgrounds, on field trips, and at sporting events.

EQUITY AND INCLUSION

Mirman is committed to building a connected community with the cultural competency to strengthen gifted education and growth in the whole child. Mirman strives to foster inclusivity and belonging in all areas of the school, including curriculum, school culture, and institutional identity, with a community built on diversity of thought, experiences, and identities. DEI work at the school is led by the Director of Equity, Inclusion and Community, in partnership with the Board Committee on Inclusivity, and DEI Committee of the Faculty and Staff. By any measure, Mirman has built and sustains a purposely diverse community, with 57% of students and 50% of faculty self-identifying as people of color. Mirman is also committed to maintaining socio-economic diversity and supports flexible tuition to meet the varying financial resources of the students and families we serve. The next Head of School must have a sophisticated understanding of and experience with the necessity, opportunities, and challenges of DEI work amidst the complex world in which we learn and live.



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Among the many efforts to make Mirman more inclusive and equitable is a commitment to affinity groups for students in grades 5 through 8, faculty and staff, and parents. These are spaces where community members can explore individual and collective identities. Affinity groups also gather to engage in cross-racial, cross-cultural, and intersectional dialogues to promote understanding and community.

Learn more about Mirman's commitment to and progress with DEIJ on the [Inclusivity & Equity page](#) of the Mirman website.

PROGRAM

At Mirman, there is no limit on what a child can learn. Building on the pedagogical best practices for highly gifted children, the curriculum model is based on a combination of accelerated studies and increased depth and complexity. Grade-level standards are taught through a thematic lens which allows students to be challenged academically while still being in a class of same-age peers designed to support their social and emotional development. A superb faculty leads a strong core curricular program and guides peer-to-peer connections and collaboration.

In the Lower School, Mirman offers an integrated, project-based approach, where the youngest gifted learners are given the time, space, and tools they need to thrive as they begin their journey as lifelong learners. Starting with kindergarten and moving through 4th grade, students can access accelerated and differentiated learning opportunities. All Lower School students benefit from small classes built around a core instructional team as well as an array of dedicated specialist instructors who work together to create a dynamic curriculum integrated across subjects.



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In the Upper School, Mirman offers an inquiry-based approach, where students are encouraged to question, explore, and discover. Students in 5th through 8th grades enjoy a middle school experience designed to help them further explore their passions and talents as they enter adolescence and prepare for education beyond Mirman's campus. Signature programs in Upper School include:

- LEAP (seminar-style classes led by visiting professionals with interests and experience ranging from Pixar to the White House)
- Class trips to local campgrounds, Costa Rica, and Washington DC
- Fully realized theatrical productions
- Student council
- A student-led social justice collective
- MirmanX (where student cohorts are granted funding to bring their moonshot ideas to life)

The Arts are an important part of the Mirman experience for students in kindergarten through 8th grade. Students are encouraged to develop their artistic talents across all fields of study. Visual art is showcased throughout the campus, and students participate in choral and theatrical performances at every grade level.

Believing in the importance for all students to build healthy bodies along with their strong minds, Mirman has developed a championship athletic program in recent years. Beginning in 4th grade, students may participate in basketball, cross country, soccer, track and field, flag football, and volleyball. In a partnership between the Athletic and Technology Departments, Mirman now has an eSports Program which allows Upper School students to continue the development of sportsmanship skills playing FIFA 2021, Madden NFL 2021, NBA2K21 and eChess. Go Mustangs!

Mirman School's academic and extracurricular program is too robust to capture fully here. Please visit the [website](#) to learn more.

COMMUNITY

Mirman enrolls students from over 70 zip codes representing Los Angeles and the surrounding communities, from Manhattan Beach to Thousand Oaks, and includes 57% SOC. Four bus routes help to expand the school's catchment area. Older students on the bus often seek out and sit with the new students and those in the primary grades.

On campus, students cheer each other on and try out for teams and activities without fear. Speaking on behalf her classmates, one student leader said, "This is the perfect school for us because we are accepted for who we are." Mirman's professionals are passionate about providing the appropriate level of challenge and support to ensure that students thrive. The "staffulty" include a committed and diverse group of adults who form a tight knit community. They believe in the "boundless potential of their students" and enjoy the ability to develop a program that challenges the students academically while still addressing their social and emotional needs.

Reporting to the Head of School is a strong and experienced administrative team which includes the CFO, Assistant Head/Lower School Director, Upper School Director, and Directors of Advancement and Admissions, Athletics, and Equity, Inclusion and Community. The administrators function as a cohesive and hardworking team with a high level of trust. The Board of Trustees, many of whom are long serving, are uniformly committed to the school's mission and values. The group shares deep respect and understanding of Mirman's history while being forward-looking with a focus on adapting with the times to serve students appropriately.

Motivated by their children's gifts, Mirman parents educate themselves about different approaches to teaching and learning for highly gifted students and have intentionally chosen Mirman for its mission, values, and program. In finding a place that is right for their child, they have also found a community of "caring parents who share the trials, tribulations and successes of raising highly gifted children." Parent involvement is a hallmark of the school, and the Parent Service League (PSL) is engaged in a wide variety of activities that connect families to the school and to each other.



FINANCE AND FUNDRAISING

The strengths of Mirman are many and certainly include an enviably strong financial picture. Indicative of a forward-looking Board and administration, the school has developed a multiyear financial plan outlining a decade of balanced budgets and growth. Included in this budget is approximately 13% allocated annually for flexible tuition, a measured increase in tuition, and planned growth in enrollment. The [2022-25 Strategic Plan](#) charts the course for the school to become more inclusive, to sustain and evolve its curriculum, to recruit and retain top faculty, and to continue to position Mirman for the future.

Participation in the Annual Fund, the foundation for philanthropy at any school, stands at 100% for the Board of Trustees and the faculty and 99% for the parents. Coming out of Covid, the Mirman community completed a \$15M capital campaign that has made possible the construction of a [Learning Center](#) scheduled to open in September 2023. The new building will include an Arts Pavilion, which will house new studios for performing and visual arts and add five classrooms, allowing for three sections in kindergarten through 4th grade and enabling the school to reduce class size to facilitate further individualized focus.

OPPORTUNITIES AND CHALLENGES

The next Head of School should be prepared to collaborate with the Board of Trustees, administration, and faculty to lead Mirman School boldly into the future, embracing the current challenges as well as seizing new opportunities. Those challenges and opportunities include but are not limited to the following:



- Continue to refine what it means to deliver excellence in highly gifted education;
- Continue to strengthen the curriculum through greater coordination across grades and by supporting or enhancing the special programs that make Mirman unique;
- Support/encourage the alignment of curriculum for those grades with increased numbers of sections;
- Build on the school's strong foundation by establishing planned giving, bolstering the endowment, and cultivating alumni;
- Continue working to reduce attrition with particular attention paid to the gender balance in the Upper School;
- Understand the competitive market of 6/7-12 Los Angeles independent schools;
- Partner and willingly engage with a sophisticated and active parent body with a high degree of understanding about learning;
- Develop strategies to recruit, support, and retain the highest caliber of staff and faculty;
- Continue to foster community by ensuring that Mirman continues to feel intimate and a place of connection as the school grows.

THE NEXT HEAD OF SCHOOL

The successful candidate to be Head of School at Mirman School 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:

- An experienced administrator who is child-centered and committed to educating highly gifted children and knowledgeable about programs that address student resilience and overall well-being;
- A rock-solid communicator whose intellect and warmth are evident in writing and speaking;
- A confident and decisive leader;
- An educator with an entrepreneurial spirit who is systems oriented;
- An administrator with experience building programs that will enhance Mirman's academic excellence;
- A demonstrated leader committed to the work of diversity, equity, inclusion, and justice;
- A joyful fundraiser;
- A visionary who is hands-on and present with students, faculty, and parents.

SALARY RANGE AND BENEFITS

Salary Range \$400,000-\$450,000. Mirman School also offers a competitive benefits package including a retirement plan with an employer contribution, comprehensive insurance benefits, a housing allowance, and support for professional growth.

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 provide at least five references with contact information.

For more information about the Mirman School search, please contact the RG175 consultants Deborah Reed (dereed2014@gmail.com) or Tony Featherston (tfeatherston@rg175.com).

