

POSITION STATEMENT

JEMICY SCHOOL

OWINGS MILLS, MARYLAND



HEAD OF SCHOOL SEARCH
START DATE: JULY 1, 2027





OVERVIEW

Founded in 1973, Jemicy is a coeducational, college-preparatory independent school recognized internationally as a leader in educating bright, talented students with dyslexia and related language-based learning differences in grades 1–12.

For more than 50 years, Jemicy has delivered a life-changing educational experience grounded in the belief that students who learn differently are exceptionally capable. The school focuses on each child's strengths while supporting areas of challenge through innovative, research-based multisensory instruction delivered by expert teachers. Students gain confidence, independence, and the academic preparation needed for college, careers, and meaningful lives.

As Jemicy launches its search for the next head of school, it does so from a position of significant strength—financially stable, mission-anchored, and buoyed by a deeply engaged community. The next Head will have the opportunity to build on Jemicy's strong foundation, advancing innovation, access, affordability, and student well-being while stewarding a thriving, mission-aligned institution into its next chapter.

HISTORY

Jemicy began in 1972 when founders Joyce Bilgrave and David Malin created a camp for children struggling in traditional classrooms because of dyslexia or related language-based differences. Following strong encouragement from families, they opened The school at Jemicy Farm in 1973 with 51 students in grades 1–8.

Renamed “Jemicy” in 1975 after moving to its current Celadon Road campus, the school merged with Valley Academy in 2003, becoming the first school in the Baltimore region to serve students with language-based learning differences in grades 1–12.

Today, Jemicy enrolls nearly 440 students and remains true to its roots. The relaxed, camp-like environment—fort-building included—coexists with a rigorous, personalized academic program supported by advanced technology, expertly trained faculty, and research-based instructional methods. Jemicy is widely regarded as a preeminent leader in LD education.

MISSION AND VALUES

Mission:

To educate bright, college-bound students with dyslexia or other language-based learning differences using creative, multisensory, research-based programs.

Core Aims:

- Build essential reading, writing, spelling, and organizational skills
- Foster confidence and a love of learning
- Prepare students for the intellectual and social demands of college and life
- Instill and cultivate confidence and self-belief in every student

Approach:

- Personalized instruction tailored to individual learning profiles
- Creative, multisensory, and evidence-based teaching
- A whole-child focus that values strengths, voice, self-advocacy, and personal growth

ACADEMIC PROGRAM

Jemicy's program is specifically designed for students with dyslexia and related learning differences. Instruction is multisensory, experiential, personalized, and anchored in skill development.

Key Components include:

- **Personalized Skills Classes:** Small-group instruction in reading, writing, math, and oral communication.
- **Multisensory, hands-on learning:** Techniques that enhance understanding and retention for LD learners.
- **Executive function development:** Organization, study strategies, digital literacy, and assistive technology.
- **Targeted language support:** Evidence-based interventions and accommodations tailored to student needs.



- **Progressive structure:**

- **Lower School:** Foundational skill-building and daily arts
- **Middle School:** Strengthening strategies, structure, and technology use
- **Upper School:** College-preparatory academics, remediation, and career/college readiness. They also have a unique Upper School Prep program (USP).

- **Holistic growth:** Arts, community service, athletics, and co-curriculars promote creativity, teamwork, and confidence.
- **College Counseling:** A dedicated program that guides students and families throughout the college search.

ARTS

Jemicy offers a vibrant visual and performing arts program that fosters creativity, problem-solving, expression, and executive functioning. Upper School students engage in acting, dance, and musical theater, supported by a strong visual arts curriculum. Middle and Lower School students explore music, theater, drawing, painting, and foundational creative skills. The school also has an extraordinary woodshop and wood-working program.

ATHLETICS

Athletics play an essential role in Jemicy's whole-child approach, building confidence, resilience, leadership, and healthy habits. Students participate in interscholastic sports across all seasons, including soccer, cross country, basketball, cheerleading, rock climbing, tennis, fencing, baseball, lacrosse, golf, and wrestling. Students may earn their physical education credit by completing three athletic seasons or enrolling in year-long PE/fitness.

CO-CURRICULAR LIFE

Jemicy encourages every student to participate in sports, clubs, or service, cultivating community, curiosity, and compassion. Clubs are student-initiated and faculty-supported, ranging from anime and astronomy to drama, chess, frisbee, photography, poetry, writing, and more.

Service learning is central to the program. Upper School students complete 40 hours of service in approved settings, helping them develop empathy, global awareness, and personal responsibility.

GOVERNANCE, FACULTY, AND STAFF

Governance is led by a dedicated Board of Governors responsible for strategic direction and financial oversight. Day-to-day operations are managed by school leadership.

Jemicy is financially robust and debt-free, with a substantial endowment and highly successful annual fundraising. Tuition dollars directly support student programs.

Enrollment remains strong, with a selective, holistic admissions process that identifies mission-fit students positioned to flourish.

The faculty is Jemicy's greatest strength. Exceptionally trained, mission-driven educators bring deep expertise in LD instruction and a passion for relationship-centered teaching. As one faculty member describes their pacing mantra: "As fast as you can, as slow as you must."

Teachers build strong, trusting connections with students, creating the safety and confidence needed for academic risk-taking and growth.



CAMPUS AND FACILITIES

Jemicy operates two campuses: grades 1–8 and grades 9–12. Both offer:

- A flex theater and performing arts center
- Well-equipped athletic facilities
- Specialized learning spaces, including libraries, a math lab, and assistive technology resources
- Classrooms designed for multisensory, flexible learning

STRENGTHS OF THE SCHOOL

- Mission-driven, student-centered culture
- Deep, authentic student–faculty relationships
- Exceptionally dedicated and expert teachers
- Strong sense of community and empathy
- Personalized learning and strong student voice
- Emphasis on self-advocacy and confidence
- A joyful environment where growth is celebrated
- Consistently high demand and selective admissions
- Clear mission alignment at every level

CHALLENGES AND OPPORTUNITIES

The next head of school will have an exciting opportunity to guide Jemicy into a new era. The community is eager for a forward-thinking leader who can plan strategically for the future while honoring the school’s inspiring history and exceptionally warm culture. Jemicy’s ethos is strong and compelling, and the community is looking for leadership that can channel the immense supportive energy present across all constituencies.

Like all schools, Jemicy faces challenges. It will be important for the next head to understand these issues clearly, prioritize them thoughtfully, and address them in ways that reinforce the best aspects of the school’s culture. School spirit is strong, and parents and faculty are enthusiastic about the next chapter.





The next Head of School will build upon Jemicy's many strengths while embracing the opportunities and challenges ahead, including:

- **Blending tradition with innovation.** Honor the long-standing practices that make Jemicy special while introducing creative and forward-looking ideas to advance the school. Jemicy is one of the nation's premier schools for dyslexic and language-challenged students.
- **Strengthening relationships.** Jemicy is a deeply relationship-driven community. The next head will need to build positive, authentic relationships across the extended Jemicy community—and especially with faculty—establishing trust, transparency, and a strong shared commitment to the school.
- **Attracting and developing talent.** Demonstrate skill in identifying, hiring, retaining, inspiring, and supporting outstanding teachers, staff, and administrators.
- **Communicating effectively.** Bring superb oral and written communication skills and the ability to tailor communication to different

audiences. Supporting strong communication systems across the school will be essential.

- **Fostering a “one school” culture.** Strengthen cohesion across Jemicy's two campuses, mitigating the potential personal and professional distance that can accompany a multi-campus structure.
- **Reinvigorating professional development.** Recommit to robust professional learning for all employees, including attendance at regional and national conferences and bringing in speakers on topics critical to maintaining Jemicy's leadership in innovative LD education.
- **Serving as chief fundraiser and community presence.** Embrace the public-facing aspects of the role, acting as a visible, engaged ambassador for the school.
- **Clarifying the future of athletics.** Provide strategic leadership to guide the high school athletic program, including resource allocation, program values, and its role in school culture, community spirit, and student experience.

QUALIFICATIONS

The successful candidate will be a mission- and values-driven leader who embodies most, if not all, of the following qualities, skills, and experiences:

- **Proven leadership** in educational settings, with required experience serving dyslexic and language-based learning-different students.
- **Strategic thinking and execution**, with a demonstrated ability to shape and implement a clear vision for the future.
- **Personal integrity and inspirational presence**, paired with warmth, empathy, enthusiasm, and a sense of humor.
- **Strong financial and operational acumen**, including an understanding of marketing and the capacity to lead the school as both an educational institution and a complex enterprise.
- **Relationship-building strength**, embodying Jemicy's deep sense of community and fostering strong connections across all constituencies.
- **High emotional intelligence, resilience, and clarity**, with the ability to listen deeply, communicate expectations thoughtfully, and uphold standards.
- **Commitment to evidence-based instruction** and forward-thinking educational practices that prepare students for the complexities of the modern world.



TO APPLY

To be considered, a candidate must submit the following:

- A cover letter detailing your interest in the school and the qualifications that make you a compelling candidate
- A resume or c.v.
- A personal statement
- Five confidential references with contact information

Candidates should upload their application on the RG175 website: <https://rg175.com/login>

The deadline for receipt of full application materials is **February 13, 2026**. Candidates are encouraged to submit their materials as early as possible.

For more information, please contact either of the RG175 consultants John Farber (jfarber@rg175.com) or Marcia Prewitt Spiller (marcia.spiller@rg175.com)