

POSITION STATEMENT

Trinity Valley School

FORT WORTH, TEXAS



HEAD OF UPPER SCHOOL SEARCH
START DATE: JULY 1, 2026





OVERVIEW

Located in rapidly-growing Fort Worth, Texas, Trinity Valley School (TVS) is a vibrant, coeducational, independent day school serving students in grades PK–12. Since its founding in 1959, the school has pursued a mission grounded in fine scholarship with its fulfillment at college; the development of wide constructive interests; intelligent citizenship; and spiritual and moral development which promotes lasting values. These principles continue to animate daily life at TVS, shaping a community that balances academic ambition with humility, curiosity, integrity, and genuine engagement.

The school's 75-acre campus provides an inspiring setting for learning, reflection, and discovery. With distinct academic facilities, numerous arts, athletic, and outdoor-education resources, and a growing commitment to experiential and interdisciplinary learning, TVS

offers an environment where students feel known, challenged, and supported. The Upper School is characterized by close student–teacher relationships; substantial opportunities in the arts, athletics, global education, outdoor learning, and community service; and a culture that values purposeful effort, character, and community engagement. Students are encouraged to think boldly, collaborate authentically, and pursue their passions with enthusiasm and confidence.

As the school advances strategic priorities around academic excellence, community vitality, safety and belonging, college and career readiness, and innovation, the Upper School stands ready for its next chapter of growth. TVS now seeks a Head of Upper School, effective July 2026, who will bring strategic vision, compassionate leadership, and operational excellence to guide a thriving division at this pivotal moment in the school's evolution.

LOCATION

Fort Worth has recently crossed the one million population threshold, making it the 11th-largest city in the United States, and it continues to grow. As part of the Dallas-Fort Worth metroplex, Fort Worth offers major metropolitan opportunities while maintaining a strong sense of personal, relational connection and accessible pace of life.

Fort Worth and the greater DFW area offer exceptional opportunities for school-business partnerships across a wide range of industries. Fort Worth is also home to three renowned art museums and Texas Christian University, creating a rich landscape for academic collaboration and cultural enrichment. Fort Worth offers an ideal environment for educational leaders seeking a city with both metropolitan resources and genuine community.

More information about industries and business in Fort Worth: <https://fortworthedp.com/why-fort-worth/>

ABOUT TRINITY VALLEY SCHOOL

Trinity Valley School's mission rests on four main objectives for its students: fine scholarship with its fulfillment at college; the development of wide constructive interests; intelligent citizenship; and spiritual and moral development which promotes lasting values.

These guiding objectives inform every dimension of school life—academics, arts, athletics, service, experiential education, and student leadership. They express a conviction that education must both challenge the mind and cultivate character.

At TVS, students are known and valued not only for who they are but for who they may become. The community nurtures curiosity, creativity, integrity, and compassion. With a broad range of curricular and co-curricular choices alongside supportive faculty mentorship, the school helps students discover their strengths, expand their interests, and deepen their sense of purpose.

TVS welcomes a diverse student body and is committed to equity, inclusion, and belonging. Through inclusive practices, respectful dialogue, and intentional community building, the school strives to ensure that every student's identity and voice are honored and respected.

Learn more about TVS:

<https://www.tvs.org/who-we-are/mission>



THE UPPER SCHOOL AT TRINITY VALLEY

The Upper School at TVS is a dynamic learning community where students are encouraged to explore broadly, think deeply, and grow in intellect and character. The curriculum invites both depth and breadth with offerings in STEM, humanities, arts, world languages, and applied disciplines. Accelerated, honors and Advanced Placement offerings provide rigorous challenge, while electives and interdisciplinary options allow students to shape their educational journey around their passions and aspirations.

Beyond traditional coursework, Upper School students engage in a rich array of experiential and co-curricular opportunities—including athletics, fine and performing arts, global education, outdoor learning through the Trojan Outdoor Experience (TOE), community service, research, and leadership. These experiences cultivate resilience, empathy, teamwork, creativity, and civic-mindedness.

Faculty at TVS serve as more than instructors: they are mentors, coaches, advisors, and guides. Through intentional advisory programming, meaningful relationships, and a culture of care, students receive academic support, personal counsel, and encouragement to explore, take risks, and grow. With this foundation, Upper School students are well prepared both for college and for responsible, reflective citizenship. To that end, the school provides a team of advisors and college counselors who are paired with students in their Freshman year and assist students in making informed decisions through their high school years so that they are prepared for an intentional college search process.



Recent areas of focus and progress have included preliminary implementation of a feedback and evaluation system, work towards more cross-divisional alignment, and significant expansion of advisory programming and corresponding support for advisors.

Dig deeper on the Upper School here: <https://www.tvs.org/curriculum/upper-school>



WIDE CONSTRUCTIVE INTERESTS

At Trinity Valley, developing students' wide constructive interests is a key element of the school's mission and plays a central role in the student experience. These programs, among others, extend learning beyond the classroom and develop students' character, leadership, and resilience.

Trojan Outdoor Education (TOE): Since 1980, the Trojan Outdoor Education (TOE) program has fostered leadership, resilience, and community through immersive outdoor education. Today, the TOE program includes grade-level experiences for PK-2nd grade students and overnight trips for 3-12th grade students. Trips are intentionally scaffolded to progress in length and distance from campus as students grow. Upper School students can assist with Lower and Middle School trips, creating a unique cross-divisional mentorship experience. TOE faculty also work with classroom teachers to create experiential learning opportunities throughout the year that are integrated into academic content.

Explore the Trojan Outdoor Experience (TOE): <https://www.tvs.org/school-life/trojan-outdoor-experience>

Global Education: TVS has a well-established Global Education program that impacts all students, PK-12. As the only member of ETEN (European Teacher Education Network) that is not a higher ed institution, TVS has the opportunity to host several International Assistant Teachers each year. IATs are hosted by TVS families and teach alongside our faculty across divisions while they are here. A Global Virtual Exchange coordinator supports teachers in connecting with classrooms across the world on projects relevant to their existing curriculum. A Global Travel Exchange coordinator manages multiple international travel trips each year, with every other year also including a TOE (outdoor education) international trip. Students also have the opportunity to host international students from China, Scotland, and Australia each year and to participate in school exchange programs in Scotland and Australia. An annual Multicultural Fair unites the community in celebrating the diverse international backgrounds of our families and staff

Review the scope of the Global Education programming here: <https://www.tvs.org/school-life/global-education>

Arts: Trinity Valley School offers programming in Visual and Performing Arts, Orchestra, Choir, and Dance, with TVS being the only local school to offer K-12 orchestra. Performances take place year-round in the Stephen Seleny Theater and Blackbox, and Upper School students are active in set-building and tech theater, and students have the opportunity to direct a one-act play in their senior year. Arts students participate in local, regional, and national competitions throughout their time at TVS. The arts at TVS are additionally supported by an active Arts Booster Club dedicated to increasing visibility and celebrating our arts students, raising funds for arts-specific needs, and providing support for arts faculty and programming.

Review the numerous arts offerings: <https://www.tvs.org/arts>

Athletics: TVS offers 15 sports, serving over 60 teams and 410 student-athletes, in addition to providing a structured, supervised year-round strength and conditioning program. A recent transition from PE to a Pre-Athletics model in sixth grade introduces students to TVS athletics offerings and teaches skills, rules, procedures, and strategies, giving them a head start on our interscholastic sports programs. Competition athletics begin in seventh grade, and all students have an opportunity to compete at the Middle School level. Each varsity program has a corresponding feeder program from our Middle School, allowing students to try new sports and develop their skills before advancing to Upper School competition in the SPC. Athletics at TVS is additionally supported by an Athletics Booster Club dedicated to fundraising and supporting our athletics programs. Booster Club helps provide uniforms, travel gear, training aids, facility upgrades, event support, and various other program enhancing initiatives.

Learn about Trojan Athletics:
<https://www.tvs.org/athletics>



THE POSITION

The Head of Upper School will serve as the division's academic and community leader, charged with cultivating a vibrant, mission-aligned program that prepares students for college and lives of purpose.

In partnership with the Head of School, the senior leadership team and faculty, the Head of Upper School will:

- Lead curriculum development and academic innovation in alignment with TVS's mission and strategic goals.
- Mentor and support a talented faculty, fostering growth, collaboration, and shared accountability.
- Steward student life, culture, and community—balancing rigor, wellness, belonging, and ethical development.
- Partner with families through transparent communication and relational engagement, participating fully in the life of the school.
- Promote continuity and alignment across divisions, reinforcing a coherent PK–12 experience.
- Maintain a visible, engaged presence in classrooms, arts, athletics, student activities, and community life.
- Guide initiatives in experiential education, student wellness, community and belonging, and college/career readiness.
- Partner with admissions to attract outstanding Upper School students.

PRIORITIES, CHALLENGES, & OPPORTUNITIES

Academic Coherence and Alignment

The Upper School's strong academic program could be further enhanced and supported with the development of intentional and clarified expectations across and within departments with regard to grading practices, course placement processes, and curricular alignment. The community is eager for clearer standards and greater academic alignment from Middle School through graduation.

Define a Clear Vision of Academic Excellence

The next Head of Upper School has the opportunity to lead the community in evolving what college preparatory means in our rapidly changing world. This leader will help the community embrace an intentional, holistic vision of academic excellence—one that prepares students not only for admission to college, but for agency, adaptability, and purpose in college and beyond. By bringing coherence to expectations, illuminating pathways for student growth, and ensuring that challenge and well-being coexist, the Head of Upper School will articulate a compelling, contemporary definition of readiness. This work requires a leader with a sophisticated understanding of curriculum and assessment, attunement to the shifting demands of the world our students will help lead, and the ability to inspire confidence through clarity, expertise, and vision.

Build Consistent Systems, Expectations, and Accountability

By building on systems for evaluation, communication, and instructional practice—and ensuring they are used consistently—the next



can support faculty growth, clarify expectations, and reinforce professional standards that elevate the entire division. This opportunity aligns with a strategic, organized leader who communicates transparently and follows through effectively.

Strengthen Cross-Divisional Collaboration and Alignment

In partnership with the Head of Middle School, the next Head of Upper School will strengthen transition points, align curriculum, and reinforce cross-divisional partnership across the divisions. TVS is well-positioned to improve alignment across the PK-12 experience, with talented and collaborative Lower and Middle School Division Heads with previous internal experience in the division above their respective current roles. This work requires a community-builder who values teamwork, shared purpose, and an appreciation for what is similar and unique about student needs within each division.

Rebalance Culture Toward Wellness, Agency, and Multiple Pathways to Success

The next leader can champion a holistic, healthy culture by expanding definitions of excellence, strengthening the advisory program, supporting student voice, and framing rigor as preparation for life beyond TVS. A relational, visible, and empathetic leader who values growth and resilience will excel in this role.



Empower Faculty Through Coaching, Leadership Development, and Clear Processes

Upper School faculty are dedicated and collegial. They desire well-articulated leadership structures, coaching, and opportunities for professional growth. The next Head of Upper School can elevate faculty practice and foster shared ownership by providing thoughtful coaching, clearly defined expectations, and intentional development opportunities. This opportunity calls for an instructional leader skilled and mentoring faculty and developing teacher-leaders.

Systems Design

TVS has many resources, tools, and platforms to advance learning initiatives and student support. The implementation and utilization of these resources in a more consistent manner, along with a more coherent approach to communication, evaluation, and operations would reduce friction and strengthen professional accountability.

THE IDEAL CANDIDATE

The ideal Head of Upper School for Trinity Valley will be a relational, student-centered leader who embodies TVS's mission and core values. They will be:

Leadership and Personal Qualities

- Approachable and visible, participating fully in the life of the school and building genuine relationships with students, faculty, and families.
- Transparent, empathetic, and communicative, leading with integrity and warmth.
- A collaborative community-builder who values teamwork, accountability, and shared purpose.
- Optimistic and steady, guiding the community with clarity, humility, and confidence.

Academic and Instructional Leadership

- Possessing deep command of curriculum design, pedagogy, and assessment.
- Committed to academic rigor, innovation, and student well-being.
- Dedicated to understanding and supporting the full student experience, particularly in the arts, athletics, and experiential education.
- Skilled in mentoring faculty, guiding professional growth, and raising instructional standards.

- Understanding the value of designing impactful student experiences and relishing the opportunity to creatively evolve all aspects of programming with care and intentionality.

Strategic and Organizational Skills

- Able to translate mission and strategic priorities into effective programming and operations.
- Forward-looking, with the ability to promote innovation within the context of the school's traditions.
- Experienced in systems thinking, strategic planning, and operational follow-through.
- A strong communicator and clear decision-maker.



HOW TO APPLY

Candidates interested in applying to be the Head of Upper School at Trinity Valley School may apply online at:

<https://rg175.com/candidate/signup>

The application includes:

- Letter of Interest that addresses: Why this opportunity at TVS and why now?
- Resume
- Personal Statement/Education Philosophy

Applications will be reviewed as they are received this winter. Initial conversations with the consultant will be ongoing, with a plan for the school team to begin interviews in January. We anticipate a hire being made early in the new year, with the next Head of Upper School beginning in July 2026.

You are encouraged to submit materials promptly if interested.

If you have any questions about the search, please contact the consultant, Adam Peichert, from Resource Group 175, who is supporting the search:
adam.peichert@rg175.com

Thank you for your interest in Trinity Valley School. We look forward to hearing more about your interest in this exciting opportunity.