

POSITION STATEMENT

WESTMINSTER SCHOOL

SIMSBURY, CONNECTICUT



HEAD OF SCHOOL SEARCH
START DATE: JULY 1, 2027



OVERVIEW

Grit & Grace is far more than a motto at Westminster. It is the defining ethos of the school — distinguishing the culture, the experience and the community. Grit characterizes the effort students and faculty make to meet the high expectations in the classroom, on the athletic fields and in the community. Grace speaks to the way they navigate those responsibilities with humility, kindness and respect. The unique combination of grit and grace — together with the school's core values of community, character, balance and involvement — is what makes students successful at Westminster and in their lives beyond Williams Hill.

Founded in 1888 by Reverend William Lee Cushing, Westminster is situated on a breathtaking 200-acre campus overlooking the Farmington River Valley in Simsbury, Connecticut. Set in a quintessential New England town north of Hartford, Westminster is walking distance from Simsbury's vibrant town center, conveniently located halfway between New York City and Boston, and just 20 minutes from Bradley International Airport.

Westminster is widely recognized as one of the finest college-preparatory schools in the country. At the center of the Westminster experience is a rigorous liberal arts education



anchored in a challenging academic curriculum, a dynamic co-curricular program and an intentional four-year college counseling program. Yet Westminster measures success by more than just educational achievement — reflecting the deeply-held belief that successful Westminster students become not only accomplished scholars, athletes, and artists, but also people of integrity, resilience, service and character.

Westminster is an intentionally small school that offers its students a robust educational program with the breadth and depth associated with larger schools and unparalleled opportunities for them to be fully seen, known, and involved in the life of the school. A dedicated and talented faculty impacts students well beyond the classroom — on the playing fields, in the dormitory, on the stage, in advisory and during chapel and family-style lunches. Students are encouraged to stretch in unexpected directions, to exemplify character in all that they do and to give back in service of the greater good. Faculty often capture the Westminster experience by saying, “We turn five footers into six footers,” underscoring the school's commitment to help students discover purpose, passion, confidence, and capabilities they did not know they possessed.





Westminster approaches its next chapter from a position of considerable strength and momentum. The school has thoughtfully and intentionally transformed itself in so many important ways over the last 20 years. The most visible transformation is in the physical campus with more than \$100M invested in renovations and new facilities — including Armour Academic Center, Armstrong Dining Hall, Brockelman Student Center, Squibb, Kelter and Gund Houses, and new faculty residences. Westminster's growth, however, extends well beyond its buildings with a record number of applications, an increasingly selective admissions process and an endowment that has nearly doubled over the last two decades.

Westminster's next head of school will join a vibrant, mission-driven institution — with an exceptional faculty and staff, a talented senior leadership team, engaged families, loyal and active alumni, and a committed Board of Trustees. At a moment when many independent schools are navigating questions about value and educational purpose, Westminster stands apart for the clarity of its mission and ethos and the enduring strength of its community. The next head of school will have the opportunity to lead the school forward with a clear vision that not only harnesses the school's deep-rooted strengths and traditions, but also purposefully advances Westminster.

MISSION AND CORE VALUES

Westminster's mission captures the school's fundamental commitment to develop the mind, body, and spirit of each child in their charge, embracing a growth mindset that begins in the classroom and extends to every aspect of a student's life on the Hill. Clear, accessible, and aspirational, the Mission is posted throughout the campus:

The Westminster community inspires young men and women of promise to cultivate a passion for learning, explore and develop diverse talents in a balanced program, to reach well beyond the ordinary, to live with intelligence and character, and to commit to a life of service beyond self.

Like the Mission and Motto, Westminster's Core Values are visible as one mounts Williams Hill and enters the campus: **Community, Character, Balance, Involvement.** As a faculty member shared, "We actually live them." Perhaps more impressive is the fact that students cite examples of the core values in action in their lives. As one sixth former described, "Involvement is one of our core values. All of us get deeply involved in multiple areas of the school in addition to our academics — from athletics, to service, to the arts — and it gives us more opportunities for leadership."

FAST FACTS

425 Students, 9-12 and Postgraduate

67% Faculty Live on Campus

75% Boarding, 25% Day

14 Sports Competing in Founders League

25 States and 20 Countries Represented

5:1 Student/Faculty Ratio

25% Students of Color, 15% International

12 Average Class Size

38% Receive Financial Assistance

200 Acres on Campus

65% Faculty with Advanced Degrees

\$147M Endowment



STRATEGIC OPPORTUNITIES

The next head of Westminster should be prepared to lead with warmth, clarity, and strategic vision in a school community that treasures its traditions, values close relationships, and strives continually toward excellence and innovation. The school's motto Grit and Grace is not merely aspirational language but a deeply-lived philosophy that shapes expectations and outcomes for students, faculty, and leadership alike. The new head must embody the balance of rigor, humility, perseverance, kindness, and character that defines Westminster. With Grit and Grace, the new head of school should embrace opportunities that include (but are not limited to) the following:

Communicate and leverage Westminster's compelling value proposition

The next head of school must communicate and leverage Westminster's unique mission, core values, and motto in an authentic and inspiring way to increase visibility in the school's historic markets, expand reach into new markets, and ensure the long-term strength of Westminster's enrollment in an increasingly competitive landscape.

Lead a deeply relational boarding school community

Westminster's strengths lie in exceptionally strong relationships, a deep sense of community, and the longstanding traditions that define the school. The next head of school must understand the highly relational and immersive nature of boarding school and be a visible and fully engaged member of this 24/7 community. Additionally, the next head of school should explore ways to strengthen the school's connection with external constituents, including parents, past parents, and alumni.

Ensure the school's long-term vibrancy

Westminster's next capital campaign is on the horizon. The next head of school must play a forward-facing role in leading that fundraising effort — advancing and stewarding philanthropic relationships to build resources to support Westminster's institutional priorities and ensure its long-term financial sustainability.

Support and sustain an exceptional faculty culture

Transformative faculty-student relationships are at the heart of the Westminster experience. This requires a dedicated and devoted group of educators who see their work as a calling. The next head of school must have the lived experience to recruit, support, develop, and retain outstanding faculty — while navigating the increasing demands placed upon boarding school educators.

Champion academic excellence

The school community places high value on Westminster's rigorous curriculum and intellectual culture. The next head of school should sustain the current momentum around faculty professional growth, academic innovation, and the alignment of programmatic priorities with Westminster's mission and strategic vision.

Promote a winning tradition

Westminster is a member of the highly competitive Founders League. Often competing against larger schools, Westminster is "small but mighty" and takes pride in its successes. Having a competitive program with teams that compete for championships at the Founders League and New England level drives school spirit, enrollment, college matriculation, and reputation. The next head of school must understand the importance of and invest in Westminster's athletic competitiveness.

LEADERSHIP ATTRIBUTES

The successful candidate to be head of school at Westminster will be a proven leader who will embody and demonstrate most, if not all, of the following skills, experiences, qualities, characteristics and experiences.

Charismatic Communicator: A head of school who can command the room with gravitas and compelling storytelling to effectively engage internal and external constituents and drive the school's admissions and fundraising ambitions.

Strategic Thinker and Effective Manager: A head of school capable of balancing long-term strategic thinking with operational understanding and practical execution.

Inspirational Team Builder and Coach: A head of school who can identify, develop and motivate talented educators and shape and empower a successful senior leadership team.



Decisive and Courageous: A head of school who listens with empathy, is open to diverse perspectives and is capable of making difficult decisions that are in the best interests of Westminster.

Financially Astute and Operationally Disciplined: A head of school with the business acumen to manage a complex campus enterprise and judiciously steward the school's resources.

Strong partner with the Board of Trustees: A head of school who understands the importance of good governance, transparency, collaboration with trustees, and the "CEO" aspect of the role.

Committed to Inclusivity and Belonging: A head of school who values diverse perspectives and works intentionally to create a community where students and adults feel seen, heard, and valued.

Sense of humor, stamina, and resilience: A head of school with the energy, endurance, and emotional steadiness necessary to lead a demanding boarding school community with enthusiasm and optimism.

TO APPLY

Westminster has retained Resource Group 175 to support its search for a new head of school. Applicants should be experienced school leaders with a demonstrated record of success. If you wish to submit your application, you may at: <https://rg175.com/candidates/signup>

An application includes:

- Letter of interest (cover letter)
- Resume or CV
- An educational or leadership philosophy statement
- A writing sample of choice (optional)
- Names of five current references and contact information (the references will not be contacted until the finalist stage of the process.)

DUE DATE

Application materials are due by Friday, **July 31, 2026**.

The Westminster Search Committee intends to interview semi-finalist candidates off-campus in August. Finalists will be invited to campus for a two and a half day visit in September.

For any questions or further information about the position, please contact either of the consultants:

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