

POSITION STATEMENT

Berkeley Preparatory School

TAMPA, FLORIDA



LEADERSHIP SEARCH

UPPER DIVISION DIRECTOR

Start Date: July 1, 2027



BERKELEY
PREPARATORY SCHOOL



A Leadership Search conducted by **RG175 Search Consultant Adam Peichert**

Overview

Berkeley Preparatory School makes an immediate impression. Across its expansive Tampa campus, ponds and palm trees share the landscape with modern academic buildings, remarkable arts and athletics facilities, and the beautiful Berkeley Chapel. Yet the strength of Berkeley is found not simply in its physical setting, but in the energy and ambition of a community that has spent more than six decades building a distinctive culture around excellence, relationships, character, and opportunity.

At its core, Berkeley remains a strong and intentionally traditional college-preparatory school. Students are motivated to work hard, teachers are experts in their disciplines, and academic rigor matters deeply to a community with high expectations for the education it provides. At the same time, the Upper Division offers students considerable choice in shaping their experience through advanced coursework, experiential programs, the arts, global study, entrepreneurship, leadership, and service. Students take pride in Berkeley's stellar reputation, while benefiting from a community of adults committed to helping them discover interests, pursue ambitions, and become their best selves.

That commitment extends well beyond academics. Service is deeply rooted in Berkeley's identity, reflected in more than

30,000 hours of student service each year and in institutional commitments such as the Berkeley Academy, a free program serving highly motivated students from low-income households across Tampa, and the Berkeley Food Pantry. Athletics are similarly woven into the Berkeley experience. The Buccaneers compete at an exceptionally high level across traditional sports while also finding remarkable success in distinctive offerings, such as the school's Varsity Beach Volleyball Team, which won back-to-back State Championships in 2025 and 2026. Just as importantly, a renewed emphasis on community, student engagement, and school spirit—led largely by student groups—is bringing new energy to the experience of supporting one another and celebrating Berkeley together.



The next Upper Division Director will inherit considerable strength while joining a school eager to keep getting better. Berkeley seeks an accomplished academic who can provide a steady hand, lead and develop an exceptional faculty, bring greater coherence to systems and the student journey, and thoughtfully advance teaching and learning without losing sight of the traditions and expectations that have made the school successful. It is an opportunity to take genuine ownership of a complex and thriving Upper Division and, in close partnership with a new Head of School, help shape what excellence at Berkeley will mean for the next generation of Buccaneers.

Mission, Vision, Motto

Berkeley's Mission

To establish and maintain a school dedicated to providing the best possible environment within which to nurture the intellectual, emotional, spiritual and physical development of each student; to aid students attending the school to achieve academic excellence in preparation for higher education, and to instill in them a strong sense of morality, ethics and social responsibility so that they may eventually attain their highest potential as human beings; to offer a challenging and demanding curriculum, which will stress the importance of religious values and will provide comprehensive programs in the sciences,



arts and athletics; and to promote the moral and spiritual values of the Christian tradition as professed by the Episcopal Church.

Berkeley's Vision

Berkeley puts people in the world who make a positive difference.

Berkeley's Motto

Disciplina, Diligentia, Integritas (Discipline, Diligence, Integrity)

To learn more about Berkeley's vision and history, read here:

<https://www.berkeleyprep.org/about/mission-vision-and-more/>

The Leadership Transition

Berkeley is entering an exciting new chapter in its history with the appointment of Augustine Whyte '99 as the school's seventh Head of School and the first alumnus ever to hold the position. For a school with more than six decades of history and such a deeply connected alumni community, the opportunity to welcome one of its own back to lead Berkeley represents an especially meaningful moment of continuity and possibility. Mr. Whyte brings an unusually valuable perspective to his new role: immediately before becoming Head of School in July 2026, he served as Berkeley's Upper Division Director, developing close relationships with students, faculty, and families and gaining a firsthand understanding of the program the next Director will inherit.

During the 2026-27 school year, Mr. Whyte will continue to provide leadership to the Upper Division alongside a talented and experienced team of Upper Division administrators. This thoughtful transition provides stability for students and faculty while creating an exceptional opportunity for the incoming Director: to join a strong and successful division, work closely with a Head of School who knows its people and program intimately, and help shape the next chapter of both the Upper Division and Berkeley as a whole.



By the Numbers

All statistics are schoolwide

Year Founded: 1960

Grades Served: Pre-K through Twelfth Grade

Total Enrollment: 1,491

Upper Division Enrollment: 647

Boys %: 51%

Girls %: 49%

Diversity %: 40%

Total Faculty & Staff: Approx 300

Female Faculty %: 70%

Male Faculty %: 30%

Student: Faculty Ratio: 9:1

Average Upper Division Class Size: 12.79 students/class

Average Faculty Tenure: 10.45 years

Most Recent Accreditation: FCIS 2022-2023

The Upper Division Academic Program

Berkeley's Upper Division academic program is distinguished by both its rigor and its breadth. Students pursue a challenging college-preparatory curriculum with extensive opportunities for advanced study through AP, Honors, Post-AP, and other advanced coursework across the academic disciplines. Importantly, Berkeley seeks to make its most demanding courses accessible to qualified students, building the academic foundation and readiness that allow students to challenge themselves appropriately as they progress through the Upper Division.

The program also encourages students to explore widely and pursue areas of particular intellectual interest. Alongside a strong core curriculum, students have access to advanced and experiential study in areas including business, technology, law, health sciences, national security, journalism and communications. The result is an academic experience that combines high expectations with meaningful choice, preparing students not simply for admission to college but for the independence, curiosity, and intellectual engagement that will help them thrive there.

Global Scholars Program

Berkeley's Global Scholars program is a three-year elective course of study designed for students who want to deepen their

understanding of the world and develop as responsible, effective global citizens. The interdisciplinary program combines globally focused coursework and advanced world-language study with extracurricular experiences, service learning, and immersive international travel, culminating in a capstone that includes independent research, a global action project, and a public presentation. With flexibility for students to pursue their individual interests, Global Scholars encourages them to examine complex global issues from multiple perspectives while developing the cross-cultural awareness and intellectual curiosity central to a Berkeley education.





Lasher Center for Business and Entrepreneurial Studies

The Lasher Center for Business and Entrepreneurial Studies provides Berkeley students with meaningful opportunities to develop financial intelligence, business knowledge, and an entrepreneurial mindset through both classroom instruction and real-world experience. Its offerings include finance and personal-finance coursework, the intensive Lasher Business Institute, and BUC Ventures, a student investment fund through which students evaluate alumni-founded businesses and participate in investment decisions. Together, these experiences connect concepts in finance, accounting, marketing, management, and entrepreneurship with practical application, equipping students with skills and judgment that are valuable regardless of their eventual field of study or career.

The Upper Division Arts, Athletics and Other Signature Student Life Programs

Arts

The arts are an integral part of the Upper Division experience at Berkeley, with students encouraged to pursue creative interests at every level, from introductory exploration to advanced study and performance. A broad program in visual arts, music, theatre, film, and design is supported by practicing artists and industry professionals, as well as exceptional spaces including the MacKechnie Family Theatre, Berkman Flex Studio, Straz Family Art Gallery, Smith Fabrication Studio, and multimedia production facilities. Upper Division students can pursue everything from ceramics, photography, animation, and filmmaking to orchestra, jazz, a cappella, theatre, and technical production, with numerous opportunities to exhibit and perform their work for the broader community. The result is an arts culture that combines accessibility and exploration with serious opportunities for students seeking advanced artistic development.

Buccaneer Athletics

Athletics are woven deeply into the culture of Berkeley, where the idea of the student-athlete reflects the school's commitment to excellence both in the classroom and in competition. With 17 sports and more than 65 teams, Berkeley has built a highly successful athletics program, supported by outstanding athletics and a tradition of championship-level performance and academic achievement. Just as important, athletics extend Berkeley's relationship-centered approach to education: coaches serve as teachers and mentors, helping students develop discipline, resilience, sportsmanship, leadership, and a commitment to something larger than themselves. The close connections among students, teachers, and coaches reinforce a culture in which academic and athletic aspirations complement one another, and where students are known and challenged by adults across the full breadth of their Berkeley experience.

Leadership Academy at Berkeley (LAB)

The Leadership Academy at Berkeley (LAB) reflects the school's intentional approach to developing leaders of character, providing students with formal preparation before they assume many of the Upper Division's most significant leadership roles. Open to sophomores, the program combines a leadership seminar focused on communication, leadership styles, teamwork, accountability, conflict resolution, and goal setting with an experiential component that challenges students through group dynamics, team-building, and Berkeley's Outdoor Challenge

Course. Students who complete LAB become eligible to pursue major senior leadership positions across student government, service, spiritual life, publications, peer mentoring, and other areas of school life, ensuring that leadership at Berkeley is not simply an opportunity students are given, but a responsibility they are prepared to undertake.

Service

Service is a visible expression of Berkeley's mission to put people in the world who make a positive difference. Students contribute more than 30,000 hours of community service each year, with Upper Division students encouraged to pursue self-directed initiatives and take leadership roles in schoolwide service efforts.

Berkeley, as a institution, extends and models this commitment to being of service into the greater Tampa Bay community through the Berkeley Academy, a free, six-year college-preparatory program for highly motivated students from low-income households that begins before seventh grade and provides rigorous summer academics, school-year enrichment and mentoring, and comprehensive college preparation.

Learn More:

You can read about these aspects of the Upper Division, as well as many others that make up Berkeley's complex and robust program here:

<https://www.berkeleyprep.org/academics/upper-division-academics/>

Opportunities For the Next Division Director

The next Upper Division Director will join the Berkeley community in July 2027 and will be welcomed by a talented, seasoned Senior Leadership Team. The Upper Division Director will have the following opportunities to continue to shape the Upper Division program while working in partnership with other Division Directors and the Head on all-school initiatives.

The next Division Director will:

- Provide a steady hand and clear leadership for the Upper Division. Following a period of transition and shifting responsibilities, the next Director will bring clarity, consistency, and stability to the Upper Division. The Director will take genuine ownership of the division, thoughtfully assess its organizational structure, and establish clear roles, responsibilities, and systems for an exceptionally talented administrative team.
- Advance an already strong academic program. Academic excellence is central to Berkeley's identity, and the next Director will inherit accomplished faculty, successful students, and a culture that values rigor. The opportunity is to continue raising the bar while encouraging thoughtful innovation, greater student-centered learning, and teaching practices that prepare students for a changing world.
- Lead and develop an exceptional faculty. Berkeley teachers value their professional autonomy and take pride in their expertise, while the school is placing greater emphasis on classroom observation, coaching, and professional growth. The next Director should be highly visible in classrooms and work closely with faculty and department chairs to cultivate a culture in which feedback, collaboration, and continued growth are hallmarks of excellent teaching.
- Bring greater coherence to curriculum and the student journey. Berkeley has begun important work around vertical alignment, Mastery Skills, and shared expectations for student learning. The next Director will sustain this momentum within the Upper Division while collaborating across divisions to create greater intentionality and continuity in the student experience.



- Make mission, values, and character increasingly visible. Character has long been embedded in Berkeley's culture, and the school now has an opportunity to become more intentional about how its values are articulated, taught, and assessed. The next Director can help connect academic excellence more explicitly with character, ethics, responsibility, and Berkeley's identity throughout the Upper Division experience.
- Strengthen systems while preserving trust and autonomy. Berkeley has invested significantly in a robust network of deans, counselors, learning specialists, department chairs, and administrators supporting students and faculty. The next Director will bring greater clarity, transparency, and consistency to these systems while preserving the professional autonomy and trust that are valued within the community.
- Deepen student voice, belonging, and community. Berkeley students are ambitious and independent, pursuing an extraordinary range of academic and co-curricular interests, while also valuing opportunities to shape their own school experience. The next Director can build upon recent efforts around student leadership, traditions, grade-level experiences, and school spirit to create an even stronger sense of connection and belonging.
- Build a distinctive partnership with the Head of School. The next Director will work with a Head of School who knows the Upper Division intimately, having led it immediately before assuming his current role. The successful candidate will embrace the benefits of that partnership while bringing the confidence, judgment, and independence necessary to make the Upper Division Director role their own.



Leadership Description of a Compelling Candidate

- An accomplished educator and academic leader with a deep understanding of excellent teaching and learning.
- A steady, even-keeled presence who brings consistency, sound judgment, and calm strength to complex situations.
- An intellectually curious leader who listens carefully, asks thoughtful questions, and seeks to understand before acting.
- A visible, accessible, and relationship-centered leader who genuinely enjoys being with students and faculty.
- A skilled developer of faculty who is comfortable observing classrooms, providing feedback, and supporting professional growth.
- A clear and transparent communicator who establishes expectations, makes decisions, and holds people accountable.
- A thoughtful organizational leader who can clarify roles, build effective systems, and empower a talented leadership team.
- A confident and collaborative partner who respects Berkeley's traditions while bringing independent thinking and a willingness to thoughtfully challenge existing practices.





NEXT STEPS

Apply

Candidates interested in applying to be the Upper Division Director at Berkeley Preparatory School may apply online at:

www.rg175.com/login

The application includes:

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

Applications will be reviewed as they are received this fall. Initial conversations with the consultant from Resource Group 175 will be ongoing, with a plan for the school team to begin interviews in November. We anticipate a hire being made around the end of the calendar year, with the next Upper Division Director beginning in July 2027.

You are encouraged to submit materials promptly if interested.

If you have any questions about the search, please contact the consultant from Resource Group 175 who is supporting the search, Adam Peichert.

adam.peichert@rg175.com

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