



**ST. GEORGE'S
EPISCOPAL SCHOOL**

HEAD OF SCHOOL

July 1, 2019

**ST. GEORGE'S EPISCOPAL SCHOOL
New Orleans, LA**

www.stgeorgesepiscopal.com



St. George's Episcopal School is a preeminent independent Preschool and PreK-8 School in New Orleans providing excellence in early childhood education (ages 1-3) and in Preschool through Middle School academics and student development.

THE MISSION

At the heart of every successful independent school, is a palpable and enduring ethos that distinguishes the institution. At St. George's Episcopal School, this unmistakable truth “to serve each” is found in its mission and purposefully fulfilled in the work of many dedicated and competent hands:

We excel in educating children. At St. George's, each child grows academically, creatively, emotionally, and spiritually, while developing a sense of self-worth and moral responsibility. We recognize that no two children are alike; each one possesses a fascinating combination of gifts and challenges. We serve a blend of learning profiles in a family-like atmosphere of care and concern with highly trained and dedicated faculty. Together, we embody perseverance, integrity, compassion, and respect—values that foster lifelong learning and success.

Recognizable by visitors, alumni, faculty, parents, and students alike, there is no question of the purposes, guiding principles and intentional work at St. George's. Each of the Preschool children (aged 1-3), the PK-8 students and their families work in concert with faculty and staff to assure a highly effective delivery system that

promotes learning for every child who matriculates at the School.

Weekly chapel services for all levels from Preschool through Grade 8 anchor the religious life of St. George's Episcopal School. The School designs these services to give the student an understanding of the basic tenets of the Judeo-Christian heritage through Scripture readings, lessons, prayer and music. Overarching themes include love, community and prayer. St. George's encourages critical thinking and safe spaces for discussions and questions about religion, history and spirituality and is respectful and inclusive of all persons of all faiths and religious traditions.





Before Hurricane Katrina, St. George's School saw significant growth of its campus, which allowed the School to keep pace with its growing student body. Through three capital campaigns, three historic buildings and a large enclosed playground were restored and substantial renovations to the original main building were completed.

THE CAMPUS AND ENVIRONS

St. George's is centrally located in urban uptown New Orleans, a historic neighborhood on Laurence Square bounded by Magazine Street on the south, which is mostly comprised of commercial businesses, including the local police station on the south, a city park on the west, St. Stephen's Catholic Church and Elementary School and residences on the north, and the Salem Church and residences on the east. The campus, which occupies the larger part of two city blocks, is comprised of eight historic buildings, dating back to the mid-1860s, as well as a new building, opened in 2016. It is adjacent to a small city park established in 1848, which allows the School open green space and a highly utilized play area. Prominent are the lovely residences that surround the School.

Since Hurricane Katrina, the School has acquired three properties and renovated spaces for the Middle School. Outdoor classrooms and social recreational spaces were added to develop a Middle School Commons. New properties house classrooms for two and three year olds and



the expansion of the Early Childhood Center, to accommodate the burgeoning need for quality early childhood education.

St. George's continues to experience increased demand for early childhood services. In keeping with a longstanding goal set by the Board of Trustees, St. George's expanded its Early Childhood Program with the expansion of the Michael R. Boh Early Childhood Center, most notably the new Preschool facility. In 2013, St. George's purchased the home of a neighbor to complete the expansion of its Early Childhood Program.

St. George's is situated in one of America's most significant cities with a history and culture unlike any other. It is one of oldest cities in America, boasting a storied 300-year history. It is the birthplace of jazz, widely considered America's greatest contribution to the arts. The New Orleans-based Louisiana Philharmonic Orchestra is the country's only musician-owned symphony. The Port of New Orleans is one of the busiest ports in the world and is home to major shipbuilding facilities, a naval air



station, Marine reserve headquarters and the world's first World Trade Center. There are more than 40 museums in New Orleans, in addition to a world-class zoo, aquarium, and children's museum. New Orleans is home to exceptional and nationally known medical research facilities as well as seven institutions of higher learning.

THE HISTORY

Founded in 1969, St. George's is the embodiment of quality early childhood, and elementary and middle school Episcopal education. The School was founded on the dreams and vision of the clergy, vestry and parishioners at St. George's Episcopal Church with 19 preschool students in the church's undercroft. Grades were added with each successive year. As the School grew, it moved from the Church, first to a historic building on Napoleon Avenue and then expanded to the Salem United Church of Christ at Camp and Milan Streets.

In 1977, the School purchased the building at 923 Napoleon Avenue that was designed in 1876 by William Freret. Originally, tall Gothic spires projected above the building's four corners, but a hurricane at the turn of the century swept the area. In 1969, Hurricane Camille, damaged the building, and it was vacated by the Orleans Parish Schools. The School maintained the architectural integrity of the building through several phases of renovation; it has been recognized as a New Orleans Landmark. The main brick building is named for Douglas Koy Porteous whose outstanding generosity allowed the purchase of it and the large frame building adjacent to it.

Over the years, St. George's reputation for educational excellence has grown. In 1991, the School's mathematics curriculum received national recognition when it was featured on the cover and lead article of *Instructor Magazine* for its exemplary attention to the needs of each student and its unbridled attention to each child's learning, development and achievements.





In 1989, the School doubled the amount of its interior space with the purchase of the Old Jefferson Market, originally built in 1912. When the renovation was completed in March 1990, the School gained a gymnasium, art and music studios, a multi-purpose room known as the Forum, a kitchen, a science laboratory and a computer lab. In 1993, the School purchased another historic building, the old Jefferson City Jail and Recorder's Court. This building was renovated into a Pre-Kindergarten and Extended Day Care facility. In March 1996, the School began the renovation of the former Knights of Columbus Building at the corner of Camp and General Pershing Streets into its Early Childhood Center. This new facility contains kindergarten classrooms, administrative and Resource Services offices, as well as a large common area for indoor play, physical education and meals. Two adjacent properties to the east, fronting on Camp Street, were also purchased in order to clear a large area for a playground. The second floor of

the Early Childhood Center contains classrooms for a Lower School science lab, the Talented and Gifted (TAG) Center, the photography lab and Resource Services.

In 1999, the Mims Laudeman Library was completely renovated to serve the whole student body with over 10,000 volumes, complete internet access, an oversized Smart Board screen and dozens of laptop computers. In

2003, St. George's acquired the Temple Sinai Preschool Program and the program began services for children 1 through 3 years of age under the name "St. George's Preschool."

In the fall of 2004, the School opened the Salem facility that provides additional classrooms and a state-of-the-art theater. First and second grade classrooms, part of the St. George's Preschool, reading rooms and resource classrooms are all housed in the Salem facility.



THE STUDENTS AND THE FAMILIES

St. George's unique culture and ethos defines the School and its people. Children are happy and friendly and there is a unique sense of joy that permeates daily school schedules and activities.

Each child grows cognitively, creatively, emotionally, physically, and spiritually, while developing a sense of self-worth and moral responsibility. The School endeavors to enroll students with a blend of learning profiles. It makes every effort to maintain a diverse student body academically, socially, socioeconomically, and ethnically. Due to an unprecedented and increased demand for superior early childhood education in New Orleans, the School is poised currently to welcome and serve more students into its ECE program.

The parent body is a vibrant and supportive constituency of the School. "Familial" and friendly faces grace the campus and there is a high level of parent volunteerism and support for school



activities and related fundraising and friendraising activities and traditions. Parents convey deep appreciation for the industrious, competent and loyal teachers and staff and there is great affirmation for the School's mission and its ethos.

The community nourishes the individuals at St. George's and the sense of collaboration, camaraderie and strong relationships among all stakeholders is unmistakable.



THE FACULTY AND STAFF

The quality delivery of education at St. George's is purposeful and grounded in practices that are safe, joyful and challenging. It is an approach that emphasizes development of children's independence and acknowledges predictable patterns, but not at the same pace. The School recognizes that each child possesses his or her own set of strengths and needs and that all children operate at a range of developmental needs. This kind of learning makes the presence of competent and skilled teachers and models possessing knowledge and true understanding of child development and each student's individual personality, preferred learning style and cultural background essential. In addition, these trained teachers and specialists know and believe that the greatest cognitive growth occurs through social interaction in a setting and culture of mutual respect, fun, and thoughtful engagement. The School is committed to the teaching of and respect for different learning styles, which greatly benefits the students.

Robert Eichberger, Ed.D. who has a distinguished 34-year tenure, leads the School. When he retires in June, 2018 he will leave a 35-year legacy filled with accomplishments, joyful leadership, unbridled energy, and student engagements and successes that characterize his life's passion. The School's faculty and staff, students, parents, alumni and community have a true appreciation for his consummate loyalty to and its community. Dr. Eichberger will embrace and support a new leader who will continue to move the School forward.

Since its founding in 1969, the School's reputation and success stems from the faculty and staff's commitment to knowing, loving and understanding every child. Today, more than 100 full and part time faculty and staff continue to propel the School's exceptional program to new heights in an atmosphere of integrity, perseverance compassion and respect, all core values at the School.

THE EDUCATIONAL PROGRAM

The School continuously ranks among the top schools in the region and is second to none in the development of young children academically. The program at St. George's is designed to meet the developmental and individual needs of all students served in Preschool through Middle School.

The Preschool Program (12 months to 3-Year Olds)

Preschool is a child and family's initial introduction to school, thus the School places emphasis on providing a gentle and nurturing academic beginning. The Preschool focuses on building a positive relationship between the child and teachers and as the children become comfortable in the Reggio Emilia-inspired environment and with peers, the Preschool introduces children to increasingly complex learning experiences, self-help skills, following routines, peer socialization, emotional regulation and exposure to new experiences embedded into classroom structures.



In alignment with the School's mission, the Preschool works to develop the whole child academically, intellectually, creatively, physically, emotionally and spiritually. At its foundation, the Preschool seeks to do what is right and best for each child. The Preschool faculty seeks to challenge each child to the full extent of his or her personal capacity in an attempt to foster independence and confidence through a supporting and nurturing environment.

Using the Project Approach, each Preschool class embarks on investigative studies that engage children in "hands-on" learning experiences created to teach them to become independent thinkers and collaborative learners. Each study is based on student's interests. Through whole group, small group and individual activities, and free and guided play, teachers facilitate educational journeys for each child integrating developmentally appropriate skills. Preschool is a happy and fun place to be!



positive self-images, and that encourage social growth through guided free play and peer interaction.

First through Fourth Graders experience sequentially organized curricula in each subject area to ensure strong continuity and reinforcement of skills and concepts across grades. Core subjects of reading, language arts, math, social studies and science are offered with low student-teacher ratios to ensure that each student's needs are met.

The Lower School Program (Pre-Kindergarten through Grade 4)

The Lower School operates with a heightened sense of the School's mission in recognition "that no two children are alike; each one possesses a fascinating combination of gifts and talents." The faculty differentiates instruction to create an enriching and dynamic academic program so that each child is challenged to the full extent of his or her personal capacity.

The Lower School faculty is composed of full-time academic teachers, part time co-teachers, Resource teachers and specialist teachers in art, music, technology, library skills, physical education, Spanish, French, life skills and science.

Kindergarten is increasingly more structured than Preschool and there is an emphasis on developmentally appropriate "hands-on" approaches to the plethora of academic skills introduced. In a safe environment, kindergartners are provided experiences that promote growth and interest in academic skills that develop healthy,



St. George's offers a Talented and Gifted Program (TAG) for students with exceptional abilities, interests, and motivations. This program is available to Lower School students in 2nd, 3rd and 4th grades, and it helps to increase the depth and breadth of the curricula. Based on the Enrichment Triad Model developed by renowned Joseph Renzulli, students participate in the program designed to integrate skills across content areas, promote highly creative and critical thinking skills and yield project-based outcomes.

Appropriate academic support, guidance and interventions are also made for individual students in conjunction with Resource Services. Resource Services assist students with learning, academic and speech-language skills. Students receive primary instruction within their general classroom and these additional specialized, multi-sensory instructional modules provide fluid small group/individual instruction at each grade level for students as they grow and develop in a rigorous educational environment. Life Skills courses are offered in Lower School.

Students in the Lower School are also offered enrichment courses called "SPARK-Igniting Young Minds!" The eight-week program allows all students an opportunity to explore interests outside the traditional and conventional curriculum. The three levels of enrichment are 1) exposure, 2) acquisition of skills and 3) student-driven community involvement, significant service learning contributions.



The Middle School Program (Grade 5 through Grade 8)

The Middle School sets high expectations and offers rich opportunities to all of its students. The School designs instruction to be interesting and challenging to students with the goal that each student is able to transfer knowledge, skills, and ethical motivations as each matures and develops from childhood to adolescence. St. George's strives to provide a rigorous program by providing current and well-researched methodologies, technological advances, multiple resources and effective student groupings to a blend of student profiles. Core subject area instructors differentiate instruction to provide each student opportunities to apply their reading comprehension and critical thinking strategies. Students who demonstrate motivation, drive, and mastery of concepts move beyond the pace and grade level content and accelerate through curriculum compacting within the classroom. The inclusive and effortless response of expert faculty enables students to optimize their learning and connections.

The School fully integrates technology both at school and at home through a one-to-one laptop program in addition to a formal digital literacy course that includes research skills and digital citizenship that address efficient and safe use of technology beyond the classroom. Life Skills courses are not graded in the Middle School, but focus upon character development and promotion of positive social relationships. In addition, the Middle School Advisory Program offers small group relevant, personalized discussions directed toward ethical character development. The Gifted and Talented Program and Resource Services further complement classroom instruction

for all Middle Schoolers. These individual/small group and specialized academic support offerings based on individual needs and qualified assessments, provide dynamic individualized approaches to instruction, assessment and achievement.

The Middle School effectively prepares students for high school and beyond. Multiple service learning projects, Chapel, Student Council, creative and performing arts, academic competitions, special assemblies, recognitions and an effective “buddy” program reinforce and complement the highly successful offerings and the core values of the exceptional and well-regarded learning environment.

Student Services and Support Programs

The School offers a multitude of educational, engaging and fun activities to complement the highly successful core program. Extended Day (before and after school care) is offered for students in a family-like atmosphere of care and concern. Extra-curricular activities and on and off campus programs fill the busy school calendar and provide an extensive variety of opportunities for students to engage in leadership, creative, athletic and academic programs. Current offerings include Academic Games, Dragon Hearts, class field trips, Girls on the Run, Math Olympiad, Middle School plays, parent-student activities, Robotics, and Student Council activities. Summer time Dragon Camp, Castletree. “Ready, Set, Go” and “Ready, Set, Read!,” Kurzweil Software Training, and the Writing Workshop target more learning and summer enrichment with a positive and fun focus.

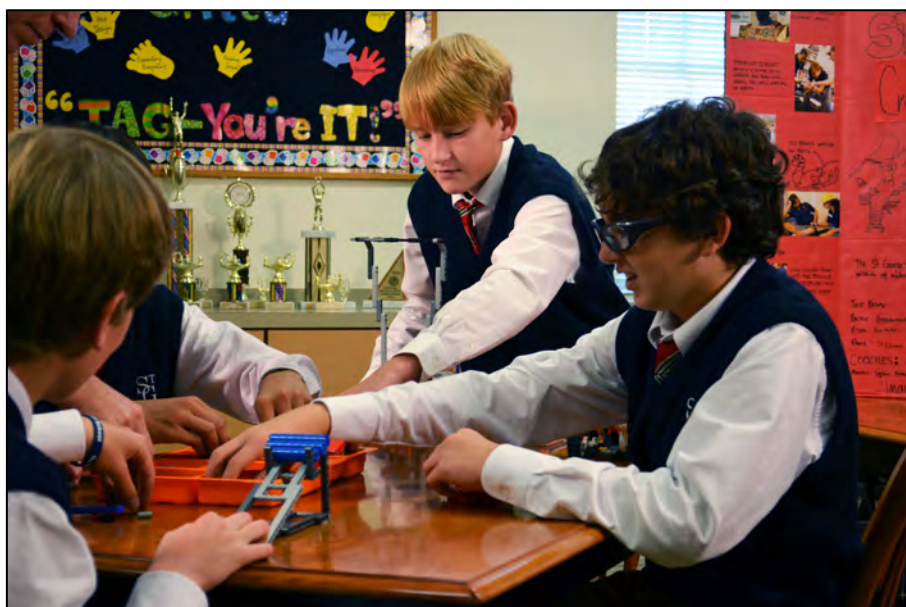


GOVERNANCE AND FINANCE

The School is governed by an active and committed Board of Trustees who understand their role as policy makers and exhibit commitment and appropriate actions in their leadership. Upon appointment of the Interim Head of School (July 2018), the former Board Chair was succeeded by the Search Chair, who will now continue in both roles. The Board will appoint a transition committee at the time the new head is appointed to assist the new head of school as he or she enters the community.

In order to provide an accessible preschool through middle education, the School's Board of Trustees has kept tuition within the range of most independent regional schools. The School's annual budget is approximately \$6 million. Full-day tuition for Preschool in 2018-2019 is \$11,895 and tuition for PK-8 in 2018-2019 ranges from \$13,940 to \$20,980. Other options are available. Approximately 20% of the students receive financial aid. The School's auxiliary programs, including school care, summer programming and development/advancement fundraising activities complement revenue streams for the School.

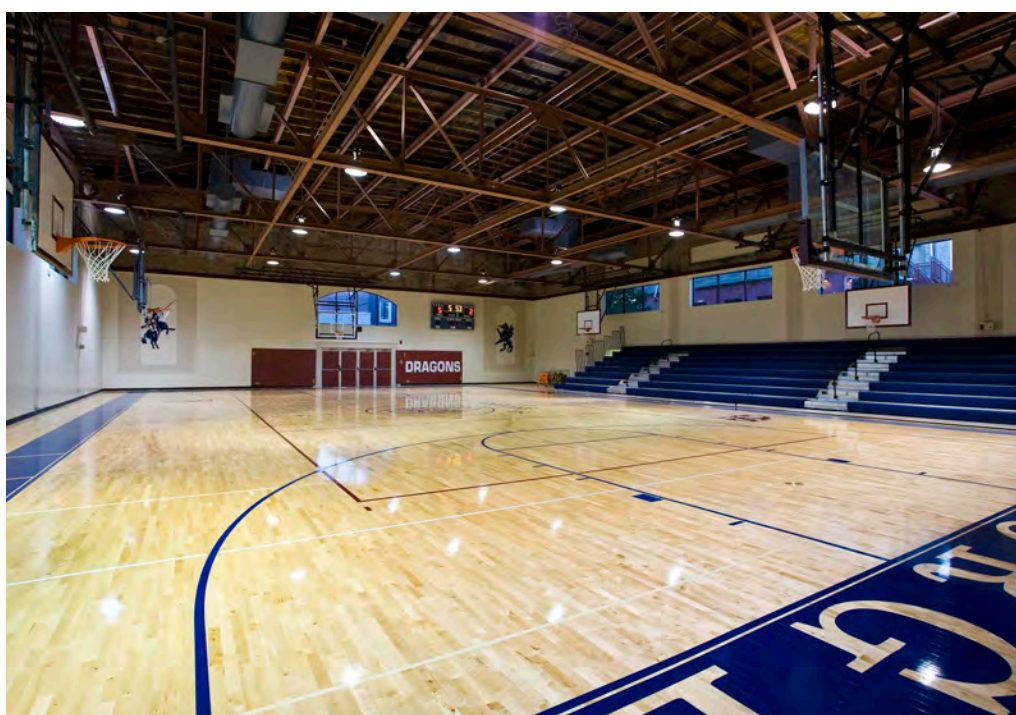
Given the School's commitments to financial assistance, its campus and resources, its inclusivity, its core values and its commitment to educate each and every student, it should come as no surprise that St. George's is judicious in its budgetary and



THE STRENGTHS OF THE SCHOOL

The new head of school will benefit from the numerous strengths at St. George's which include:

- Happy and active students who thrive academically, socially, physically, and emotionally and who exhibit a strong love for their school and its teachers;
- A moral, ethical and spiritual education linked to the Episcopal canons;
- A caring and loyal faculty skilled in differentiated instruction and who actively promote mutual respect, active learning and responsibility in and out of school;
- Low student-teacher ratio which allows individual and small group instruction and advocates highly skilled teachers to know students and families well;
- An immaculate, safe and well-maintained campus, and large and comfortable facilities that enhance teaching and learning;
- A committed and dedicated Board of Trustees who know and understand independent school governance and best trusteeship practices;
- A highly competent and skilled administrative team comprised of individuals who hold many positions and responsibilities and go the extra mile in making the School operate smoothly;
- A dedicated parent community that strongly supports inclusion, high quality preschool through middle school education, and academic excellence;
- A learning community dedicated to continual school improvement;
- A highly successful curriculum that translates to confident students who understand the value of collaboration, caring, and meaningful inquiry and dialogue; and
- A growing and thriving enrollment.



OPPORTUNITIES AND CHALLENGES

The School's opportunities and challenges stem from the demographics of the area and the promise to deliver a stellar and comprehensive, independent, PK-8 education in New Orleans. Like many small schools, St. George's is faced with the need to increase its budget to meet expenses and its successful growth in enrollment. Because the School maintains a small student-teacher ratio and a highly successful individualized level of instruction, sustaining financial stability is a challenge. Teachers and staff accept a variety of full and part time teaching loads and school assignments. There is also considerable need for financial assistance and faculty remission remains high for a school its size.

The emergence of public charter schools in New Orleans has created competition for school-aged children. There is, however, a unique opportunity to identify, promote, and market clearly and with enthusiasm, the benefits of quality, independent education for children, Preschool and PK-8.

It is not a requirement that the next head of school be an Episcopalian; however, the candidate should appreciate and embrace the tradition and values of an Episcopal education.

While the new head will be welcomed with a plethora of school strengths, it is critical that the head of school possess:

- Successful experience in PK-8 education;
- Warmth and welcoming personality;
- Expert knowledge of early childhood, elementary and middle school curricula and teaching methodologies;
- Keen perspective of independent school education, current trends and school administration;
- Authentic, "people" person qualities to manage complex relationships among faculty, parents, students and other stakeholders;
- An advanced educational degree;
- Leadership with respect to the scope and sequence and alignment of the PK-8 curriculum;
- Demonstrated facility and interest in marketing and branding, fundraising, writing and public speaking;
- Energetic and compelling communication skills with the unique abilities to captivate others with the School's story and stellar mission and to become the chief spokesperson for the School;
- Astute and trusted leadership skills with a proven record of fiscal management, fundraising skills and development success;
- Budgetary acumen and plant oversight experience;
- Ability to strike a right balance between a warm, compassionate, approachable demeanor with clear, honest, firm and decisive judgments and actions;
- Sense of humor;
- Commitment to stay at the School to appreciate the results of collaborative and successful planning, improved fundraising, effective faculty/staff appointments and retentions, and execution of the School's Strategic Plan and Financial Plan;
- Vision for and understanding of the creative use of technology in schools;
- Approachable and flexible manner and outgoing personality; and
- Active involvement and visible presence in the School and local community.
- Ability to work well with the board and the rector.

FACTS AT A GLANCE

- Founded: 1969
- Total Enrollment: 405 (PK-8 288; Preschool 117)
- Personnel: 147 Employees, 99 Faculty and Administration, 23 Hourly Aftercare & Preschool, 10 Maintenance staff, 15 Substitute staff
- Student/Teacher Ratio: 5:1
- Student Diversity: 20%
- Campus: Two-block campus in Uptown New Orleans, with eight historic and one newly constructed buildings
- Endowment: \$1 million+
- School's Core Values: Integrity, Perseverance, Compassion and Respect
- Accreditation and Memberships: Independent Schools Association of the Southwest (ISAS), Louisiana Department of Education, National Association of Independent Schools (NAIS), and National Association of Episcopal Schools (NAES)

APPLICATION PROCEDURE

St. George's Episcopal School has retained Linda MacMurray Gibbs M.A.L.S. and Doreen Oleson, Ed.D., from Resource Group 175LLC to lead the search. To apply, interested and qualified candidates should submit in **one electronic file**:

- Cover letter expressing interest in the position
- Resume or CV
- Personal statement



These should be submitted electronically to both Ms. Gibbs and Dr. Oleson **no later than September 22, 2018**:

Linda MacMurray Gibbs gibbslm@gmail.com

Doreen Oleson, Ed.D. doreenoleson@gmail.com

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