

# Head of School Search

**Application Deadline: December 1, 2021**  
**Start Date: by July 1, 2022**

**St. David's Episcopal School**  
1300 Wiltshire Avenue  
San Antonio, TX 78209  
210-824-2481  
<https://www.saintdavidschool.net/>



**The  
Education  
Group**



## OVERVIEW



St. David's Episcopal School is eager to welcome a highly skilled leader as the next Head of School, no later than July 1, 2022. Considered a premier independent school for the youngest learners in San Antonio, St. David's Episcopal School was founded in 1954 as a Parish Day School and outreach of St. David's Episcopal Church. St. David's is dedicated to meeting the developmental needs of young children 16 months through kindergarten, and currently has 204 students. The School is governed by a 12-person Board made up of both parents and parishioners, including the Rector and Senior Warden.

The dedicated educators at St. David's continually strive to provide a superior learning and nurturing environment, with a philosophy that learning is fun!



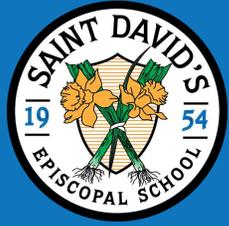
St. David's has a reputation for excellence in educating the youngest students, strong academics, strength in its Episcopal identity, and experiences that develop children's natural, spontaneous exploration of the world. The School community lives the School's mission, and everyone, even the young students, knows it by heart. "We are here to love God, love learning, and love our neighbor." The spiritual element of St. David's School is planned and deliberate. Daily chapel is led by a different church or school staff member. Children learn that God loves them, a message that is taught through prayer, singing, Bible stories, secular stories, role playing, and seasonal celebrations. Chapel is a highlight of each day, and everyone is grateful for the opportunity to gather in a faith-filled community on a daily basis.

The early childhood program at St. David's supports children's delight and wonder in learning. Students are surrounded by a caring group of faculty members and staff who are dedicated to the success of all learners. Teachers engage in developmentally appropriate practice which fosters young children's joyful learning and maximizes the opportunities for each child to achieve his/her full potential. Teachers take advantage of teachable moments to cultivate each student's ability to observe, discover, and experiment, designing experiences that allow students to move forward to their next school with a strong foundation for life and a love of learning.

## CORNERSTONES OF THE SCHOOL

- Childhood is celebrated and respected.
- Faculty, staff, and administrators understand and appreciate the needs of young learners.
- The ages and developmental stages of students are critically important.
- Strong and comprehensive programming, including pre-literacy and mathematics, as well as Spanish, music, and motor movement.
- Focus on communication, collaboration, and creativity to ensure students develop both the how-to and love of learning.
- Focus on faith formation and developing a strong spiritual foundation, including a celebrated daily chapel gathering.
- Church and School are closely integrated, and work in close partnership which ensures a healthy, harmonious community.





## THE EDUCATIONAL PROGRAM

St. David's School uses the Zoophonics program beginning in the youngest classes. This pre-reading program meets all learning styles in a way that is fun for students and capitalizes on their natural interest in animals. As students grow and master letter identification and sounds, their literacy instruction progresses to more challenging phonogram instruction through the Spalding Reading and Spelling program.



Daily Spanish instruction is an integral part of the St. David's curriculum. The Spanish teacher instructs children in this beautiful language through games, song, skits, and various other learning methods. In the area of math, science and social studies, children are guided in seeking solutions to concrete problems. Learning objectives are taught and then reinforced through block play, measuring and estimating, classifying, and many other activities.



## THE EDUCATIONAL PROGRAM

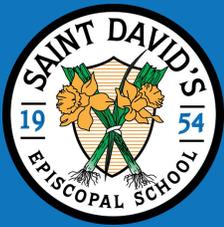


Students at St. David's are curious, friendly, enthusiastic, and cooperative. Woven throughout the fabric of St. David's School is a focus on a family-like atmosphere that fosters lifelong friendships. It is common for alumni, now in high school, to still be close friends with classmates they met when they attended St. David's as a three- or four-year-old.

Socialization is another large component of the St. David's School program. Children learn what it is like to be part of a group, make friends, take turns, perform in musical programs, experience seasonal celebrations, and go on field trips. Community service projects help teach the students "it is more blessed to give than receive".

St. David's has offered various enrichment opportunities that begin in the three-year-old program and extend through kindergarten. Spanish 'Lunch Bunch' offers students small group Spanish instruction. After school classes that have been offered include Dance, Bricks Academy, and Tae Kwon Do. The four-year-old and kindergarten classes take many field trips every year that reinforce classroom learning and expose them to the exciting world in which they live.





# ST. DAVID'S EPISCOPAL SCHOOL FAST FACTS

## SCHOOL



**Grades:** 16 mo. - Kindergarten  
**Enrollment:** 204  
**Preschool 2s:** 90  
**Preschool 3s:** 51  
**Preschool 4s:** 56  
**Kindergarten:** 7  
**Student/Teacher Ratio:** 6:1

## FACULTY



**Total number of employees:** 37  
 (33 full-time and 4 part-time)  
**Full-time Faculty:** 30  
**Tenured faculty:** 40% of faculty has taught 11+ years at St. David's

## TUITION



**Tuition Range:** \$2,594 - \$11,253  
**Financial Aid:** \$40,000

## FINANCE



**Operating Budget:** \$2.3 million  
**Annual Fund:** \$60,000 (2020-21)

## Memberships and Accreditation



**ST. DAVID'S SCHOOL MISSION:  
 WE ARE HERE TO LOVE GOD, LOVE LEARNING, AND LOVE OUR NEIGHBOR.**



## THE CAMPUS



St. David's is the only school in the Terrell Hills neighborhood of San Antonio. Visitors are delighted with the beautiful campus, a warm welcome from faculty and staff, and highly engaged students. The campus has a wonderful central courtyard that is at the heart of the school and the new Lillibridge Hall offers a welcoming entry point. Classrooms are light, bright, and cheerful, and students enjoy two different playgrounds.

St. David's has been a warm, safe, loving school for our family for years. I always know that my child is in the best hands when they come to school.

- Current Parent





## LIVING IN SAN ANTONIO



### TERRELL HILLS

Tucked away in the heart of central San Antonio, the City of Terrell Hills is a neighborhood community with an estimated population of 5,300. St. David's is the only church and only school in the city. Just outside of the city limits is Fort Sam Houston Army Base, University of the Incarnate Word, Trinity University, and the City of Alamo Heights. Terrell Hills residents are in the Alamo Heights and North East public school districts.

### SAN ANTONIO

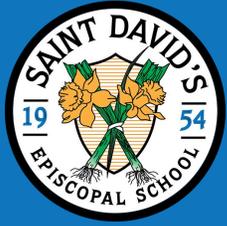
San Antonio is a colorful blend of Mexican and Texan culture. It is 150 miles from the Mexican border at Laredo, on one of the most-traveled routes to Mexico. Much of San Antonio's population is of Hispanic descent, and many are Spanish-speaking or bilingual. It preserves much of its historical atmosphere and embraces its cultural diversity. Remains of 18th-century Along with historical landmarks, the city is rapidly growing and developing, with Fortune 500 companies, the South Texas Medical Center, and a strong military presence. Today, San Antonio is the seventh largest city in the United States, with an estimated population of 1.4 million. San Antonio's biggest attractions include the annual Fiesta celebration, which draws in over 2 million attendees each year. The River Walk, or Paseo del Rio, is San Antonio's outdoor showcase, winding through the downtown area, its banks lined with shops and restaurants. Museums are scattered over the city, with dozens of music, dance, and theater organizations. The city's professional basketball team, the Spurs, has been one of the most successful franchises in NBA history.



## The Position

In seeking its next Head of School for July 2022, St. David's is looking for an experienced educational leader who has a warm and engaging personality. Their next leader will embrace the mission, values, and culture of St. David's. The School seeks an individual to continue its educational philosophy of developing each child's gifts by providing a strong academic and spiritual foundation within a warm, loving, Episcopal community. A successful candidate will be an experienced leader who is a champion of young children, an affirming presence, and a confident manager with excellent organizational skills. Qualified candidates should have experience in early childhood education and a record of successful school leadership.





# PERSONAL AND PROFESSIONAL QUALITIES AND QUALIFICATIONS

## Personal Qualities

This warm, close-knit community at St. David's expects a leader who:

- Genuinely connects with young children and embraces where each child is developmentally;
- Is knowledgeable about educational trends and has a deep understanding of best practices for working with young learners;
- Demonstrates thoughtful and inspirational communication skills;
- Has high energy and deeply enjoys being an active, accessible, and visible presence in the life of the school while building strong, supportive relationships with all constituents;
- Possesses a leadership style that balances hands-on with strategic vision and broad oversight capabilities; and
- Demonstrates unwavering integrity, and the ability to listen, build trust, gather input and engage in appropriate consensus building.

## Professional Qualifications

The successful candidate will:

- Share a strong commitment to the education of the youngest learners, and a single-minded focus on keeping them at the forefront as decisions are made;
- Skillfully serve as a curricular leader, and have a proven record in recruiting, inspiring, mentoring, and supporting faculty and staff;
- Be a compelling storyteller and advocate who embraces and shares St. David's long history, traditions and values with authenticity and contagious enthusiasm;
- Have experience envisioning, obtaining financial support for and implementing new strategic approaches that move an organization forward;
- Understand the responsibilities to successfully run a school, including delivering a strong academic program, finance, operations, people management, and community building;
- Have teaching experience, preferably with young children;
- Be an experienced senior level administrator, preferably in an early childhood environment; and
- Hold a bachelor's degree, with a master's degree in educational leadership preferred..



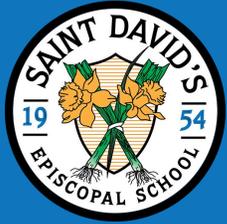
# OPPORTUNITIES

## Opportunities

The new Head of School will be expected to:

- Honor the school's mission, traditions and maintain a strong sense of community;
- Strengthen processes involving the hiring, retention, and support for highly qualified faculty and staff, given an increasingly competitive and low supply market for teachers;
- Successfully transition to being a visible and active participant in the St. David's and greater San Antonio community;
- Enhance levels of transparency and the quality of communication within the school community, and among the faculty, staff, administration, and parents when it comes to creating and implementing policies and procedures;
- Effectively market the School's value to maintain St. David's strong enrollment amid a healthy community of preschool options in the area;
- Join the continual work of the Board on long-range financial goals and strategies; and
- Reinforce the relationships that St. David's has within the San Antonio school community, as well as those with member schools of the Southwest Association of Episcopal Schools and the National Association of Episcopal Schools.





## How to Apply

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Prospective candidates should send the following materials in a single PDF document to Vicki Raney by **December 1, 2021**.

- Letter of interest specifically addressing this position and school
- Resume (education and work experience)
- Statement of educational philosophy
- List of five professional references, including title, relationship, and contact information
- Letters of reference, if available, but not required



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