

Episcopal Collegiate School Little Rock, Arkansas



Head of School Search



The Position

Episcopal Collegiate School seeks a visionary leader who appreciates the School's heritage and founding principles, embraces the potential for transformative growth, and can lead others to accomplish ambitious community goals. The next Head will be an experienced and collaborative educator who enthusiastically embodies the Episcopal Collegiate mission and projects and communicates optimism and boundless possibility.

Successful candidates will have a demonstrated record of achievement at the senior administrative level, with specific accomplishments in helping lead schools to growth and innovation. This is an extraordinary opportunity to lead an exceptional school with deep ties to its community and an unwavering commitment to the well-being of its students.



Our Mission

Episcopal Collegiate School prepares students to live principled and fulfilling lives of leadership and service through the pursuit of academic and personal excellence in a challenging and supportive environment.



Guiding Principles

Through a vibrant student body, rich in diversity, students learn to live and honor the School's core values of *Respect*, *Reverence*, and *Responsibility* and are inspired to carry those values beyond the School community into their futures.

Through the pursuit of excellence in academics, fine arts, and athletics, students develop the skills and understandings essential to leadership, service, and success:

- depth of knowledge in the arts, sciences, and humanities
- strong skills of analysis and expression
- critical, creative, and independent thinking
- intellectual curiosity and joy in learning
- cultural competencies and global understandings
- strength of body, mind, and character



Respect, Reverence, Responsibility

These three qualities of the Episcopal Collegiate School motto are infused into every aspect of school life.

An independent, college preparatory school enrolling students in grades PK-12, Episcopal Collegiate is rooted in the Episcopal tradition and affirming of all faiths. The School strives to develop in its students respect for all persons, reverence of God, and a sense of moral responsibility. During their tenures at Episcopal, students develop into responsible, self-motivated individuals: critical and creative in their thinking, generous in their service, and reverent of a loving God.

Across three divisions, the School provides an academically challenging, hands-on, inquiry-based approach to learning that elicits strengths from students of all learning styles. A well-organized advising system provides structured support, and students thrive in an environment that is at once challenging and nurturing. Chapel service provides a daily relationship with the School's Episcopal heritage and offers an opportunity for students to reflect on purpose and meaning as they seek clarity in their own lives.

A Culture of Aspirational Growth

Since its founding in 1996, one would be hard pressed to find a peer institution that has accomplished as much in such a short time.

This remarkable progress is rooted in a “get it done” mind set that permeates every corner of the community, starting with the founding families and Board of Trustees. This enduring philosophy transcends continuous improvement and is rooted in the steadfast commitment of Episcopal Collegiate to be a nationally recognized independent day school with the very best in facilities, programs, and faculty. No matter the project or idea, there is still a founding and entrepreneurial mentality to this now-established school, eager to move forward in leaps and bounds, providing Episcopal students with an outstanding educational environment.

Because of its success in living into its mission and delivering on its promises to its students, Episcopal enjoys broad community and donor support highlighted by consistent enrollment and a “best of breed” endowment per student ratio. The founding families continue their unconditional support and remain actively involved in helping to support the development of innovation and progress.

In short, the unofficial motto of the school community could be “What do we have to do to make Episcopal Collegiate the very best school it can be?”



Diversity & Inclusion

"As an institution of learning, we are obligated to educate our community about the unconscionable human and social costs of failing to eradicate bigotry. We do this against the somber backdrop of our overdue reckoning with issues of racism and biases, issues that Black Lives Matter has given voice and urgency to. We must demonstrate through our words and our deeds what it means to be a member of a truly inclusive community, one that embraces differences and values diversity.

While in recent years we have made important strides to create an environment that better reflects and celebrates the multicultural world in which we live, the events of recent weeks have revealed shortcomings in our efforts."

Excerpt taken from the President of the Board of Trustees' recent message to the school community.

Please follow this [link](#) to read more about the School's Diversity and Inclusion commitment and the specific initiatives that the School is undertaking to provide a learning environment based on inclusion, equity and justice.

School History

The fledgling idea that sparked Episcopal Collegiate's creation materialized in 1996, when a group of dedicated parents and community leaders spearheaded an effort to establish a new Middle School that provided an Episcopal educational experience similar to that of the Cathedral School, which served students in grades K-6. As a result of their efforts, Cathedral Middle School was established in 1997. In 1998, the Cathedral Middle School opened, and shortly thereafter its Board purchased 31 acres of land to build a middle school and expand into an upper school. In 2000, a school for students in grades six through nine opened at the Jackson T. Stephens Campus, named in honor of Mr. Stephens' lifelong support of education and his significant role in making the Cathedral Middle School a reality. The Middle School was dedicated on November 3, 2000, and an Upper School was subsequently constructed and dedicated on December 7, 2001.

In 2003, the Board unanimously voted to change the school's name to Episcopal Collegiate School in order to better reflect the school's heritage, identity, and mission. In May of 2004, Foundation President Warren A. Stephens announced that he, his wife, and his father Jackson had made a gift of \$30 million to establish a permanent endowment for the Episcopal Collegiate School Foundation. This gift has assured the School's financial security. In December of 2006, the Board voted to expand the Episcopal program by constructing and developing a Lower School, which opened in August of 2009. Today, Episcopal enrolls students in grades PreK-12, providing them with a rigorous, supportive college-preparatory education rooted in the Episcopal tradition.



By the Numbers

8:1

Student to teacher ratio

Knowing students better than they know themselves and providing the individual attention they need

28.4

Average ACT score for the last five years

Supported by teachers who equip and inspire students to become the best versions of themselves

37 State Championships

and

26 Conference Championships

in 16 years

1.3 million

in financial aid annually

More than **21%** of students receive some level of scholarship with an average award of **60%** of tuition

90%

Of Middle and Upper School students participate in Fine Arts

More than **20%**

of students represent diverse racial/ethnic backgrounds

Drawing students from 37 different zip codes in Central Arkansas

The School Today

Today, Episcopal Collegiate provides an environment that inspires hard work and passion in its 770 students. Over the past decade, the School has experienced unprecedented growth and support, and the atmosphere on campus is defined by excitement, loyalty, and energy. Episcopal expects to continue its tradition of innovation in education, incorporating cutting-edge developments into educational pedagogy. With its beautiful, state-of-the-art facilities, ongoing commitment to faculty development, and continuing emphasis on highly effective teaching, Episcopal is driven by a sense of continuous improvement as it embraces the traditions and practices that inspired its growth.



Academics

Academics are characterized by a balance between tradition and innovation. Students at all levels are inspired to discover their passions, and teachers provide foundational knowledge while addressing the needs of each student.

Lower School

In the Lower School, teachers aim to foster intellectual curiosity and a love of learning in their students. The Episcopal Lower School is a warm, stimulating, and safe environment that helps children develop socially, emotionally, physically, artistically, and spiritually. Lower School faculty are trained to recognize and nurture students' individual gifts and strengths, guiding each child on an engaging and inspiring educational journey. A low student/teacher ratio ensures individual attention for every student.

The Lower School curriculum includes coursework in language arts, mathematics, social studies, science, visual arts, music, physical education, and Spanish. Students learn to communicate with others through reading, writing, listening, and speaking. A commitment to cooperation, community, and environmental awareness sparks the development of respect, reverence, and responsibility in even the youngest Episcopal Collegiate scholars.

Middle School

The Episcopal Middle School program builds on the foundation provided by the Lower School. Teachers in this division recognize the importance of strong partnerships

between school and family. A structured support system within the school assists children during the school day. The Middle School advisory program provides student support, with advisors communicating regularly with parents as an integral part of the program. Middle School students are defined by their energy, enthusiasm, and blossoming school spirit. Teachers encourage them to stretch their minds and step outside their comfort zones, all while developing solid character and values that provide a foundation for future decisions. In the classroom, students study English, math, science (life, earth, and physical), world history, U.S. history, writing, Latin, physical education, Spanish, religion, health, and fine arts. Outside the classroom, students are encouraged to become involved in their school community through participation in clubs and/or sports.

E-Learning at Episcopal Collegiate

This past spring, the School responded well to the COVID-19 crisis, effectively moving in a short period of time all learning online. Like many of its independent school peers across the nation, the School has developed a comprehensive set of pandemic plans and learning options to meet the various learning needs of its students and families both on and off campus. [CLICK HERE](#) to learn more about E-Learning at Episcopal Collegiate.

Upper School

The Episcopal Upper School creates a rich tradition through academic, co-curricular, and extra-curricular programs that offer enriching experiences for young people in a rigorous, supportive setting. The goal of the Upper School is to provide skills, knowledge, and values that pave the way toward academic and personal success in college and beyond. Students are encouraged to take the most challenging courses they can, to involve themselves deeply in school life, to make new friends—both with students and with faculty and staff—and to seek leadership opportunities. Academically, the emphasis is on mastery: teachers help students develop confidence in basic subject matter while stimulating broader thinking and expanded perspectives.

The School provides departmentalized and interdisciplinary instruction in English, math, science, social studies, foreign language, fine arts, religion, health, and physical education. Numerous electives allow students to harness and pursue their individual passions; elective courses range from Minority Voices in Literature to Publication Design to Astronomy. Additionally, students may challenge themselves with a broad range of AP courses. Each Upper School student is paired with a faculty advisor who assists in scheduling courses, discussing academic difficulties and successes, and handling routine administrative duties. Through the highly individualized, student-focused program, faculty advisors serve as mentors, role models, and advocates for the students. The school's Veracross software platform gives parents constant Internet and



password-protected access to their students' grades, cementing the close relationship between the school and the home.

Student Life

Episcopal Collegiate is a warm and inclusive community that encourages active involvement, whether on the playing fields, in the studios, or on the stages. The school is defined by its vigorous enthusiasm for athletics, award-winning fine arts program, and commitment to spiritual growth.

Arts

Episcopal Collegiate students participate in a wide range of fine and performing arts activities, including Choir, Orchestra, Percussion, Music Theory, Theater, Visual Arts, Speech, Oratory/Debate, and Publication Design. Episcopal creates and calls upon an active community of artists, both at the school itself and within the larger community through local, state, and regional events. The programs receive high marks in competition and assessment, but more importantly, they strive to develop the talent and potential of every involved student. Instructors take great pride in the development and success of their students and offer their expertise to help students achieve success, whether the goal is a short-term development of skills or a

long-term commitment to follow a passion with the intent to study the specific discipline at the college or university level. The School's unique, decade-old Broadcast Journalism program has earned its participants top honors on a national level from the Student Television Network and state recognition from the Arkansas Scholastic Press Association, including the "All Arkansas" award and "Best of the Best" distinction. In this program, students learn to write, shoot, and edit video and are exposed to every aspect of broadcast production.



Athletics

All students have an opportunity to play competitive sports at Episcopal. The athletic programs motivate student-athletes to work to be the very best athletes they can be; they emphasize and maintain fundamentals in areas such as the importance of teamwork, work ethic, sportsmanship, commitment, and the handling of success and failure. The combination of excellent coaching, enthusiastic spirit, and outstanding facilities allows students to explore their athletic strengths and interests. Episcopal Collegiate School has a “no cut” policy so every student athlete can participate. The School offers 12 sports with 40 different levels of teams: baseball, basketball, cheerleading, cross country, football, golf, soccer, softball, tennis, track, volleyball, lacrosse, and wrestling.



Spiritual Life

The mission of education at Episcopal is to develop students' minds, bodies, and spirits. The Chapel Program provides a unique opportunity to enact this mission. Each morning, middle and upper school students leave their classroom commitments and gather for 30 minutes of sacred time. Chapel is a time of spiritual reflection, led by the Episcopal chaplain, which includes a reading from scripture, the singing of a hymn, a canticle prayer, and a chapel talk or performance. Chapel talks are given by the chaplain, members of the School's faculty and administration, members of the senior class, and special guests. Chapels often feature performances from individuals and groups within the fine arts department and

the larger artistic community. In the Lower School, the Chapel Program emphasizes the cultivation of social, emotional, physical, and spiritual growth. Through music, readings, response, and prayer, students follow the liturgy of the church and learn the stories of the Episcopal faith. In keeping with the longstanding Episcopal school tradition of pursuing academic excellence while embracing diversity, Episcopal Collegiate serves a wide range of religious, cultural, and socio-economic backgrounds. Each person is honored as an individual and respected for his or her spiritual journey and background. The religious element of campus life complements religious life outside the school.



Physical Campus

Located on a sprawling 31-acre campus at the foot of the Arkansas State Capitol building with 220,000 square feet of indoor space, the handsome school buildings and state-of-the-art equipment at Episcopal are well designed to offer modern educational opportunities while providing a sense of community and comfortable places for students outside class. The campus includes three libraries, three gymnasiums, nine science labs, four visual arts studios, four music rooms, two cafeterias, two playgrounds, and two computer labs. The Middle and Upper School divisions share a common, large dining room that functions as the assembly hall and chapel. Two full-sized playing fields provide excellent space for the athletic teams. The School's three state-of-the-art libraries house the school's age-appropriate collections. The Lower School library holds over 8,700 books.

The Erwin Middle School Library contains over 6,500 volumes and the Simpson Upper School Library houses over 7,100 volumes, bringing the total collection to over 22,000 books. In addition to books and audiovisual materials, the libraries offer a variety of electronic resources including databases such as JSTOR, Gale Infotrac, Encyclopedia Britannica, and Safari Montage, and an on-demand video collection. Episcopal Collegiate has made technology integration a central component of its academic program; it was the first school in Arkansas to offer a 1:1 laptop program for all students in grades 9-12. The School has recently embarked on an ambitious project to build a new track and artificial turf field as part of their athletic complex.



Profile of the Ideal Candidate

- Ability to envision and articulate the future of the School with clear commitment to maintaining high standards in a supportive, student-centered environment. Ambitious commitment to sustaining and advancing the best possible School.
- Commitment to support the Episcopal heritage of the School and willingness to foster respect for all and a culture of service.
- Model Respect, Reverence, & Responsibility. A person of strong integrity.
- Commitment to diversity, equity, and inclusion to further build the type of culture and community that is welcoming and transformative for all.
- Exercise practical, reasoned, and timely decision making when addressing challenges and solving problems.
- Proven desire to be visible within the school, at events, and in the classroom.
- Active intent to engage with the broader community as the face and symbol of the School. A leader for all stakeholders.
- Strong communication skills and an approachable personality.
- Cultivated sense of strategic direction based on knowledge of educational trends, the history and mission of the School, as well as the local environment.
- Experience working with a Board to govern the School for long-term growth and health.
- Proven record of attracting and retaining excellent teachers and administrators.
- A keen focus on human resources, ensuring that Episcopal is a preferred place to work.
- Genuine pleasure in knowing and connecting with students of all ages and backgrounds.
- Experience teaching and leading in an independent school.
- Proven administrative background with ability to hold everyone accountable, serving first as a model of self-awareness and personal discipline.
- Demonstrated interest and ability to understand the financial side of the school.
- A professional with a keen sense of self, yet is happy to share credit as well as engage others in planning and growth. Someone who sees themselves as a collaborative leader, rather than the center of the organization.
- Lively intellect and sense of humor.



Opportunities and Challenges

The next Head of School will have the opportunity to lead in these ways:

- Guide the maturation of an excellent school that has a stable foundation and sound operations while communicating clearly the specific educational mission of Episcopal Collegiate, helping to refine the external view of school.
- Sustain and relish the visible sense of commitment to mission and enthusiasm for the special culture of the School.
- Help nurture and authentically lead the School's commitment to creating a more diverse and inclusive community for all of its students, families, faculty, and staff.
- Co-lead in the creation and execution of a new multiyear Strategic Plan.
- Continue to build 21st century skills and knowledge with a focus on the appropriate integration of technology, the encouragement of creative thinking and innovation, support of many different modes of learning, and capitalizing on the strengths and resources of the School and community.
- Balance the commitment to traditional, foundational education with the desire to incorporate recent brain research and explore new educational initiatives. Focus on the continuous advancement of our academic program.
- Find the path to balancing a clearly rigorous academic curriculum with enthusiasm for stronger arts and athletics.
- Guide the Boards of the School and the Foundation to continue the healthy, appropriate model of governance that has evolved, while enhancing community involvement in fund-raising.
- Thoroughly analyze patterns of natural growth and demographics to help the School determine an ideal size for the student body and teaching staff. Establish a plan to achieve and sustain that enrollment number.
- Examine the current tuition model and financial-aid program with the goal of maximizing resources and adding to enrollment.
- Create a vision for future growth while supporting and celebrating current standards of excellence.
- Make a long-term commitment to the School and to the larger community.
- Reap the professional and personal benefits and satisfaction of developing vision and relationships over time and through the years.

"Our work at Episcopal Collegiate School is demanding, exhilarating, and deeply rewarding. From the classroom teacher, to the receptionist answering the telephones, to "Chuck" at the guard house -- each person on the staff of Episcopal Collegiate School works hard to foster and protect the supportive, collegial, and genuinely caring work culture that is a hallmark of this special school."



The School has retained **Big Back Pack LLC** to execute a national search for its next Head of School. Interested and qualified candidates should submit electronically in one email and as **separate PDF documents** the following materials:

- A cover letter expressing their interest in this particular position
- A current résumé
- A one-page statement of professional philosophy and leadership practice
- An annotated list of five professional references with name, phone number, and email address (references will be contacted only with prior candidate approval).

All materials should be sent via email to:



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