



Parish Episcopal School invites nominations and applications for an innovative, thoughtful and inspiring leader to serve as its next Head of School, effective July 1, 2023.

ABOUT PARISH EPISCOPAL SCHOOL

Parish Episcopal School (Parish or the School) is a co-educational day school located on two campuses in Dallas, Texas. The college preparatory school enrolls students in grades PreK-12.

Parish leads the way in redefining what a high-quality independent school education looks like for the globally competitive student. Parish takes great pride in providing a balanced experience of advanced curriculum, a wide variety of co-curricula, a diverse community, strong spiritual development and endless opportunities for servant leadership.

As a joyful, broadly inclusive and intentionally spiritual community, Parish seeks to help students carefully and conscientiously realize their unique potential in every arena of daily life. In all aspects of the Parish Experience, the School instills the tenets of [Wisdom, Honor and Service](#), developing students' mindsets and preparing them as defined by Parish's [IMPACT model](#) and the [Parish Principles](#). [Daily chapel services](#) are at the center of the School community, offering space for reflection, growth in faith and celebration of the many traditions involved with being a Parish student.

Founded as the Parish Day School by Mary Blair in 1972, the School started as a prekindergarten through 6th grade day school at the Episcopal Church of the Transfiguration. Gloria Snyder served as Head of School from 1980 to 2009 and fostered the growth from Parish Day to Parish Episcopal – a leading, prekindergarten through 12th grade, independent school. In 2009, Mr. Dave Monaco joined Parish as the third Head of School in Parish history.

MISSION AND VISION

Inspired by their values of [Wisdom, Honor and Service](#), the mission of Parish Episcopal School's inclusive Episcopal community is to guide young people to become creative learners and bold leaders prepared to impact our complex global society.

Parish is committed to redefining the high-quality college preparatory experience and engaging students in a balanced learning environment through challenging core curriculum and strategic programs that develop and inspire.

The principles guiding Parish reflect awareness of individuality:

- Honor student voice and choice in learning
- Meet students where they are, helping them reach new levels of mastery as they are ready
- Help students develop enduring habits of mind which are transferable to a lifetime of learning and excelling
- Create learning conditions which engage students in authentic, meaningful work

AT A GLANCE (FY 2021-2022)

ENROLLMENT

PK (age 3+) – 12th Grade

- 1,140+ students from 90+ zip codes
- 32 percent ethnic diversity, 25 faith backgrounds

AVERAGE CLASS SIZE

- Lower School – PreK 3, PreK 4, K & Primer 8:1
- 1st – 4th Grade 15:1
- Middle School & Upper School 17:1

CLASS OF 2021 COLLEGE PLACEMENT

- 415 college acceptances to 64 different colleges (29 percent in Texas, 71 percent outside Texas)
- 65 percent of seniors earned scholarships
- \$8.8 million in Merit-based scholarship offers
- One National Hispanic Scholar, one QuestBridge Scholar
- 15 collegiate athletes

FACULTY and STAFF

- 79 administrators and staff
- 155 faculty
- 43 percent teachers with advanced degrees

CURRICULUM AND EXTRACURRICULAR

- Honors, AP, and dual credit offerings
- 131 Upper School courses offered
- 50+ different art courses of study
- 100+ performances and exhibitions integrated through PreK – 12th grade
- Daily chapel
- centerED program to develop social/emotional skills

ATHLETICS

- 7th & 8th grade in-school sports opportunities
- 22 Varsity and Junior Varsity sports (12 girls, 10 boys)
- 65 percent student athletic participation in Upper School
- Sports Medicine
- Alternative (off-campus) athletics

PARISH PLUS

The School's vision for Parish Plus is to expand upon the school day, providing all community members opportunities to experience and learn more. Whether they are students growing into becoming young leaders; alumnae wishing to rekindle connections and return to their Parish roots; or adults wishing to develop new skills, change careers or excel on their current path, Parish Plus wants to be a part of the journey. Parish challenges all members of its community and the broader local community to continue to seek out new opportunities for growth and fulfillment by offering programming that sparks curiosity, and enlightens, equips and empowers each of us.

- Parish Extend
 - 160 unique experiences, including Athletic & Dance Academies and private music lessons
 - PreK Extension and PreK – 6th grade extended care
- Parish Summer
 - 265 specialty and academic camps
- The Gilman Study
 - Parish Drives personalized driver's education
 - Parish Virtual for credit, blended learning
 - Parish Link academic coaching connections
 - Parish Lab individualized instruction with Learning Specialists
 - PAWS – School spirit store

FINANCIAL SNAPSHOT (BUDGET 2022-2023)

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|--|------------------------|
| ● Operating Budget | \$36.3 M |
| ● Tuition Revenue | \$33.8 M |
| ○ PreK 3 & 4 (half day) | \$12,825 |
| ○ PreK 3 & 4 (full day) | \$19,875 |
| ○ Kindergarten & Primer | \$24,060 |
| ○ 1 st & 2 nd Grade | \$25,790 |
| ○ 3 rd Grade | \$30,075 |
| ○ 4 th Grade | \$30,090 |
| ○ 5 th -8 th Grade | \$33,500 |
| ○ 9 th – 10 th Grade | \$34,060 |
| ○ 11 th Grade | \$34,135 |
| ○ 12 th Grade | \$34,510 |
| ● Tuition Assistance | 14 percent of students |
| ● Tuition Assistance Awarded | \$3.7 M |
| ● Total Endowment | \$23.8 M |
| ● Additional Non-Tuition Revenue* | \$1.1 M |

*Annual Fund, Operating Gifts, Parish Plus

LOCATION AND LOCAL CULTURE

Parish is situated approximately 15 miles north of downtown Dallas, the third largest city in the state of Texas. The school is located on two campuses (approximately 3.5 miles apart) in North Dallas, a large residential and commercial area within the city. Dallas is the home to multiple cultural sites including museums and galleries, musical and theatrical venues, and professional and amateur sports teams. The city and surrounding areas feature numerous restaurants with a diverse variety of cuisine and are recognized for retail shopping centers. Dallas is served, primarily, by two airports – Dallas Love Field and Dallas/Fort Worth International – and the headquarters of multiple corporations within the technology, aerospace, finance and other industries are based in the city.

Parish's Hillcrest campus serves approximately 350 students from PreK through 2nd Grade and is the site of the original Parish Day School, situated on the grounds of Episcopal Church of the Transfiguration. The School's balanced and joyful learning environment features multiple buildings with a central library. Other features include a STEM center with computer lab, full-service teaching kitchen, learning garden and hydroponics greenhouse. Students attend daily chapel in Transfiguration's sanctuary.

Directly down Spring Valley Road from the Hillcrest Campus, **Parish's Midway campus** serves 750+ students in 3rd through 12th grade and is home to [Panther Athletics complex](#), [Noble Family Performing Arts Center](#) (built in 2021 and houses the majority of PARISHarts department), and The Gilman Study, a hub for professional growth and personal development programming for parents, students, alumni and educators. Surrounding the building, originally [designed by I.M. Pei](#) for ExxonMobil, are nearly 50 acres of grounds. Many of the classrooms in this four-story building overlook a creek that flows along the north side of the campus. The Upper School includes [STEM labs](#), a teaching darkroom, world language labs and a [counseling center](#). The Midway campus is also home to 10,000 square feet of ParishSTEM design and maker space.

ACADEMICS

Parish Episcopal School has developed strong college preparatory curricula and innovative programs that equip their students for success academically and in life beyond Parish. The school's academic approach produces globally competitive students by creating a vigorous and dynamic educational environment that is inviting, engaging and rewarding. While quantitative measures are important, Parish's approach involves more than a singular, consuming focus on test scores and letter grades. By encouraging curiosity, exploration and problem solving, Parish creates learners for life. To that end, Parish develops their students' mindsets and preparation as defined by their [IMPACT model](#) as well as their [ParishProfile](#). [Community service](#) is also an integral part of the curricula from [Lower School](#) through Middle and [Upper School](#), with age-appropriate, yet far-reaching programs that instill selfless thinking, giving and action.

LOWER SCHOOL

Parish [Lower School](#) provides the foundation for children to launch their educational careers. With a strong foundation, children can build the passions, skills and talents necessary to accomplish their goals and dreams. Parish allows children to build this foundation in a loving, supportive and enriching environment. They are committed to developing the whole child in partnership with their families.

MIDDLE SCHOOL

[Middle School](#) is a time for growth, exploration and discovery. During these years, Parish offers a challenging, yet engaging curriculum that further builds each student's ability, with an emphasis on teaching children to become leaders and contributing citizens with programs that are shaped by the needs and characteristics of adolescence.

The School exposes their 5th, 6th, 7th and 8th grade students to a wide array of experiences designed to teach valuable life skills and to challenge them to discover their talents and passions. As an independent middle school, the school's core curriculum is supported with experiential and service learning. Through these programs, students are afforded extensive opportunities to explore their individual abilities and gifts, not only academically, but also in areas such as leadership, athletics and the arts.

UPPER SCHOOL

Parish [Upper School](#) is home to students and educators who value every individual's story and perspective. The faculty, staff and student body endeavor to live Episcopal values and model Parish's tenets of wisdom, honor and service.

The Upper School offers a challenging yet balanced program with diverse courses and co-curricular opportunities. Signature programs invite students to take deep dives into areas of interest. As students move through the Upper School, they are encouraged to engage their curiosity and deepen their talents.

Upper School at Parish prepares students for life after graduation. Regardless of their next steps, the constant aim is to equip graduates with the skills and confidence needed to navigate a complex global society.

BELONGING AT PARISH

As a school founded on the values of Wisdom, Honor and Service, Parish Episcopal School believes that [an inclusive community](#) facilitates social, spiritual and intellectual growth within students and drives excellence in teaching and learning. The School empowers students to be authentic and prepares them to lead by demonstrating knowledge of and respect for the rich variety of people and points of view that exist in our complex global society.

Parish's goal is to nurture an inclusive community of belonging. Together with their families, Parish seeks to equip students with the competencies needed to lead with equity and empathy. Parish students begin the lifelong endeavor of self-discovery to belonging, thanks to the School's rich programming and mentorship of an immensely talented faculty and staff.

Fellowship among students and families is a key component of the Parish experience. Grade-level fellowship teams host events for students and parents outside of school. New families receive a "buddy family" to help them navigate and acclimate to the community, and multiple events prior to school starting welcome new members to the community.

Parish students have the opportunity to engage across grades and divisions through their Legacy Families, groups that stay together year after year through graduation and are comprised of students from 1st through 12th grades, faculty and staff. Likewise, Upper School Blair Fellows serve in Lower School classrooms, becoming mentors and leaders for Parish's youngest learners.

While official school athletics teams do not start until 7th grade, the Lower and Middle (5th/6th grade) School parent-coordinated, fellowship sports teams begin as early as PreK 3 with soccer, t-ball, basketball, lacrosse and other sports.

At Parish, students and families can celebrate together their many backgrounds, traditions of being a Parish family and the successes they share as a community.

STRATEGIC PLAN

While Parish Episcopal School was diligently working on its key priorities in academics and community programming, the pandemic "paused" some efforts due to the nature of remote and hybrid learning environments during the course of the 2019-2020 and 2020-2021 school years. While this pause was inevitable for the most of world, Parish saw it as an opportunity. In its 50th Anniversary year, Parish opted to "Reset" its priorities based on both what the School was working toward pre-pandemic and what experiences and possibilities were identified during pandemic learning. The Administration and Board of Trustees are in the process of engaging the community – parents, students, alumni, faculty and staff – in this "Reset" process to identify the next strategic priorities. A full plan is expected by fall of 2022.

THE HEAD OF SCHOOL

The Head of School at Parish must be a bold, proven leader capable of transparent communication and active listening; have a record of attracting, retaining and mentoring educators and leaders in multiple disciplines; and have a talent for building community among the School's diverse constituents. The Head of School must also demonstrate an unyielding commitment to lifelong learning, including seeking out thoughtful, innovative and research-based practices within PreK-12 education.

The Head of School reports directly to a 24-member [Board of Trustees](#) and is responsible for managing the day-to-day operations of the School while upholding and executing its mission and the Strategic Plan. The Head of School supervises a team of five direct reports:

- Associate Head of School
- Chief Financial Officer
- Director of Development
- Athletic Director
- Director of Inclusion and Belonging

The Head of School serves as key spokesperson and an ambassador for Parish among peer schools and the Dallas community, raises funds on behalf of the School and administers an operating budget of \$36 million.

OPPORTUNITIES AND CHALLENGES

Reporting to the Board of Trustees, the Head of School will provide strategic leadership and direction for all aspects of the School's educational programs and operational sustainability. The Head of School will play a critical role in addressing the following opportunities and challenges:

- **Articulate the vision, mission and philosophy of Parish's educational model:** The next Head of School will be an inspiring thought leader who engages multiple audiences in person, in writing and by example to set the present and future direction of a Parish education. Serving as a tireless and vocal champion for the School, the incoming Head will continue to support and shape Parish's commitment to providing a high-quality education while supporting the whole child.
- **Solidify and clarify the myriad priorities and initiatives that the Parish community is working on currently.** The next Head of School will identify and focus the implementation efforts currently underway and align those priorities and the ensuing processes for the internal and external audiences.
- **Strengthen and steward Parish's financial future:** The next Head of School will further enhance the School's financial standing by engaging alumni, friends, foundations and other key supporters to grow and diversify its resource base, ensuring the School's long-term sustainability. In addition, to engage in strategic fiscal management, the next Head of School will develop and sustain relationships with individual donors and institutional funding sources.
- **Increase brand recognition and strengthening relationships in the Dallas community.** The next Head of School will build upon the strong connection with the Dallas community and will effectively increase opportunities for student learning and engagement, bringing awareness to the School's successes and programs, and deepening the community's understanding of Parish Episcopal School.
- **Celebrate, support, attract and retain a diverse community.** The next Head of School will proactively recruit, hire and enroll diverse staff, teachers and students. With a strong foundation already established, the next Head of School will build upon Parish's work around diversity, equity and inclusion, partnering with all members of the Parish community to ensure a sense of belonging and connection.
- **Build alignment and unity around pedagogical philosophy.** The next Head will work to build and unify the community and align the vision and resources to Parish's pedagogical philosophy and curricular practice.
- **Be a visible and engaging presence on and off campus to strengthen Parish's inclusive, positive and supportive climate.** The next Head will build upon a strong sense of support and camaraderie within the Parish community of students, faculty, staff, parents, alumni, grandparents and friends of Parish.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will demonstrate the following experiences, skills and characteristics:

- Develop academic programs that embrace and foster balance
- Execute a strategic plan and allocate resources in support of institutional goals
- Possess excellent managerial skills and a record of collaboration, visibility, transparency and accountability as a leader
- Provide strong and stable leadership during times of change
- Engender confidence in all members of the Parish Episcopal School community and build trust among its diverse constituents
- Prioritize goals and set clear expectations and boundaries for effective implementation
- Build relationships with diverse stakeholders and raise funds on behalf of a mission-driven organization
- Possess strong fiscal management skills
- Display humility, integrity and compassion when leading others

APPLICATION PROCESS

The Head of School Selection Committee for Parish Episcopal School will begin accepting nominations and reviewing applications immediately. Requested application materials include a letter of interest, curriculum vitae and an educational or leadership philosophy. For best consideration, all candidates should submit materials to parishepiscopalhos@storbecksearch.com by **Friday, May 20**.

For more information about Parish Episcopal School, please visit <https://www.parish.org/>.



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Parish Episcopal School believes that each individual is entitled to equal employment opportunity without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, genetic information, veteran status or any other characteristic protected under federal, state or local anti-discrimination laws. The School's equal employment opportunity practices extend to recruitment, hiring, selection, compensation, benefits, transfer, promotion, training, discipline and all other terms, conditions and privileges of employment. All Employees are responsible for complying with the School's equal employment opportunity policy.