



Head of School Search

July 1, 2023

St. Andrew's Episcopal School

1515 South Georgia St.

Amarillo, TX 79102

standrewsschool.org/



The
Education
Group



Mission

At St. Andrew's Episcopal School, we love and understand children. As a Christian community dedicated to the Episcopal traditions of education, we:

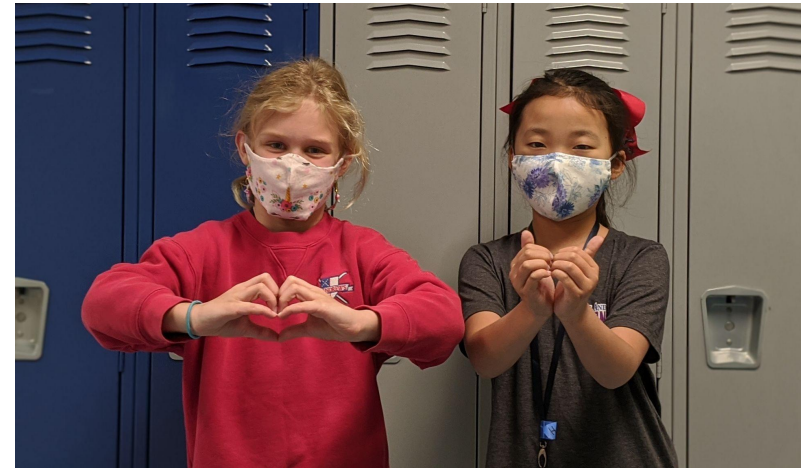
- commit to academic excellence, inclusivity, and the free expression of faith
- welcome families of any religious tradition and background
- provide children a safe place to be who they are and grow into the best versions of themselves
- empower self-discovery through trial and error
- strive for individualized, not standardized, success
- shape lifelong learners and servant leaders
- encourage the development of curiosity, tenacity, and self-confidence in multiple arenas: classroom, studio, laboratory, and playing field
- worship, learn, create, and serve together.

OVERVIEW

St. Andrew's Episcopal School, a coeducational Episcopal day school, seeks a dynamic leader who will embody and promote the School's mission and core values. The School is located in Amarillo, Texas, and for 70 years, it has been a cornerstone of the Amarillo community. It has provided students with the very best educational experience possible, rich in academics and grounded in service and faith. The School's graduates have gone on to become outstanding leaders of the community, for the state of Texas, and for the country as a whole.

The School serves 300 students in PreK to Grade 8 with dedicated, talented teachers, staff, and administrators who educate the mind, body, and spirit of each child. St. Andrew's mission is to nurture every student in an environment that welcomes families of any faith and varying backgrounds.

The School provides opportunities for children to develop through a superior curriculum, dedicated fellowship, and service to the community. The campus consists of multiple buildings on the west side of the city, with vibrant classrooms, playgrounds, a lunchroom, library, activity center/gym, and practice field. Students are taught in self-contained classrooms from age 3 to grade 5, and the Middle School (grade 6 to 8) is fully departmentalized. The School is a member of the National Association of Independent Schools and the National Association of Episcopal Schools, and is accredited by the Southwest Association of Episcopal Schools.



[The Spirit of St. Andrew's Video](#)

History

The story of St. Andrew's is one of vision, hard work, and faith. Betty and Lee Bivins founded the School in 1951. They hoped to provide the children of Amarillo with the opportunity to attend Kindergarten in a faith-based environment. As the years passed, the School grew and the decision was made to expand slowly by adding one grade each year. Initially, the School was housed within St. Andrew's Church, but thanks to the School's success in its early decades, those facilities were bursting at the seams by the early 1980s. In 1984, a handful of administrators, parents, and friends began discussions about a new day school campus. Within a year, they had raised the funds, drawn up the plans, and built the building that is today known as St. Andrew's Episcopal School.

During the tenure of Headmaster W. M. Nickell (1972-81) St. Andrew's was accredited by the Independent Schools Association of the Southwest. Upon his retirement, Connie Wootton became the new Headmistress (1981-2002). Under her leadership, a new building was completed, the first 8th grade class graduated in 1990, St. Andrew's was accredited by the Southwestern Association of Episcopal Schools, and The Margaret Teel Early Childhood Building was built in honor of Mrs. Teel, who served as the Founding Head from 1951-72. Upon Mrs. Wootton's retirement, Scott Kimball served as Headmaster from 2002-04.

Ron Ferguson became the new Headmaster in 2004, and under his leadership, the School celebrated a successful capital campaign, an accreditation study, and St. Andrew's celebrated its 60th anniversary. Upon Mr. Ferguson's retirement in 2017, Joel Bicknell was installed as Headmaster. Under his tenure, the Revision Campaign was completed, the Connie Wootton Fine Arts and Athletics Building was built, and St. Andrew's celebrated its 70th anniversary.



Episcopal Identity – Spiritual Life

Being an Episcopal school is at the core of St. Andrew's identity. Faith is not just found in the Chapel or religion classes, but can be seen in the hallways, in school activities, and in the community. The School considers faith as an important lesson for students to learn during their years at St. Andrew's. Students in Primer through Kindergarten discover that they are each wrapped individually in the protective and unshakeable love of the Creator. Students in grades 1 to 3 explore sacred history, biblical canon, and sacraments to deepen an understanding of their call to live in community with one another and God. Students in grades 4 to 7 begin to explore their own unique calls to work in God's Kingdom through multi-week units in religion classes, and Grade 8 students express their faith through actions and explore servant leadership in the community.

Service Learning

Service is one of the major tenets of the St. Andrew's mission statement. The Community Service Program has been established to prepare students for a lifetime of service to others. The service learning program at St. Andrew's School develops well-educated, responsible and compassionate individuals who make a difference in their communities, whether those communities are their school, their city, or their world. Students develop a sense of social consciousness and empathy at an early age. Grade 7 students participate in a capstone service project at the Heifer Ranch in Perryville, Arkansas, where they learn about the mission of Heifer International to end hunger and poverty while caring for the earth through their Global Village experience. Students commit to helping people in their own community, and as grade 8 students, they complete service projects in the Amarillo area. St. Andrew's students are leaders who understand that service to others makes the world a better place for everyone.

Innovation + Design

Students engage in technology that accelerates their learning. The faculty embeds the sequential thinking of coding, the engineering processes of robotics, the immersive nature of virtual and augmented reality, and the spatial thinking of 3D design into learning environments. St. Andrew's has a teacher dedicated to engineering, and the School looks forward to the opening of an area dedicated to the F1 Project.

Project-Based Learning

Projects are at the core of the experience at St. Andrew's as they deepen students' understanding of specific content introduced in the classroom. Projects allow students to demonstrate their understanding through the display of a talent or learning style unique to the student, including artistic expression, spatial organization, or collaboration with classmates to create visuals.





Focus on Faith

The formation of faith and developing a strong spiritual foundation are integral parts of the educational program at St. Andrew's. The Church and School work in close partnership which ensures a healthy, harmonious community. Primary School students (age 3 to grade 2) have a weekly Chapel service with music, Bible stories, and lessons. Students in Intermediate School (grades 3 to 5) and Middle School (grades 6 to 8) have Morning Prayer twice weekly and Eucharist every Wednesday. Additionally, special services are held throughout the year, including Blessing of the Graduates, Blessing of the Animals, Grandparents Day, Birthday Blessings, and Lessons and Carols.

Diversity

Although all students attend Chapel and religion classes, understanding, connections, and respect for children and families who have different beliefs are cultivated by the School community. It is through understanding each other better that a more peaceful world is built. The School loves and support each child, regardless of their religious affiliation. Teachers and staff encourage, support, and challenge students to be the people that God created them to be.

Academic Support

Academic Specialists support students, families, and parents as they navigate the academic journey with varied learning profiles, including ADHD, Dyslexia, Speech/Language, among other diagnoses. The support team includes the Nurse, Counselor, World Languages Proctor, and the Academic Interventionist.

St. Andrew's believes that a foundation for lifelong learning is established at an early age and provides an excellent learning environment for students in PreK3 through grade 8. The educational program offers opportunities for growth across all grade levels and focuses on each individual child's development, mentally, physically and spiritually. By having small class sizes with a unique, hands-on curriculum, St. Andrew's gives students the personalized attention and sense of community they need to make their education worthwhile. The School transforms children's lives by meeting them where they are in their learning. An extensive array of activities from service learning to athletics, keep students engaged and excited about learning.



Primary School

St. Andrew's Primary School focuses on hands-on learning with a developmentally responsive curriculum. Teachers use different instructional methods to reach the needs of the youngest learners. The curriculum is broad-based and incorporates unit themes. Interdisciplinary methods are utilized in the Primary School (age 3 to grade 2) to incorporate language arts, math, science, social studies, fine arts, Spanish, physical education, and religion into each area of study. Elements of the curriculum are also integrated with the holiday calendar, the community, and service learning projects. Children work and play individually or in groups, depending on the activity, and are encouraged to engage in tasks that foster participation in sharing space and attention with others, and to support one another in learning.

Intermediate School

Students in St. Andrew's Intermediate School (grades 3 to 5) develop higher-level thinking skills, problem solving, and move out of a self-contained classroom for core academic subjects with departmentalized language arts, math, and science teachers. Students experience a fine arts enrichment program, attend religion class, and Chapel.

Middle School

St. Andrew's Middle School (grades 6 to 8) provides exemplary curricular and co-curricular classes for students that include a language arts and writing lab, individual math placement, science, and robotics. High school credits may be earned in Biology, Algebra, Geometry, World Geography, Spanish 1 & 2, Communication, and Finance. Religion classes, Chapel, and service learning are integral parts of the Middle School program.



Special Areas

Special Area teachers work with students across multiple grade levels and subject areas. Special Area instruction occurs in art, music, musical theater, physical education, Spanish, and technology. Teachers regularly engage in differentiated instruction, projects, productions, thematic units, and field trips.

Athletics and Physical Education

The athletics and physical education programs at St. Andrew's are essential parts of the education of the students, fostering the development of character, life skills, sportsmanship, and teamwork. All grade 6 to 8 students are encouraged to participate in athletics.

The Arts

Students learn the language of music through elements of Orff-Schulwerk and Kodaly methods, active movement, and various songs and instrumental pieces from many cultures. Fine Arts Night is a popular tradition with St. Andrew's families, an evening that honors the work of students and faculty where families gather for an evening to stroll through the school, visit art exhibits, and view theater and orchestra performances.

The visual arts curriculum is project-based, with students learning about the elements and principles of art, as well as art history. Each year, all K-8 students study five artists in depth. Field trips are taken to the Amarillo Museum of Art and the Palo Duro Canyon for a day of creating art inspired by nature.

Teaching at St. Andrew's

The faculty at St. Andrew's are masters of their craft who believe that transformative learning starts with knowing and loving students. These professional educators take seriously the opportunity and the responsibility presented by the autonomy they have in their classrooms, the trust they have been offered by the School, the methods used for accountability, and the purpose of their efforts. Teachers are asked to strive together and, without a mandated curriculum or onerous testing requirements, faculty members are free to design learning environments that are distinctive and cannot be authentically experienced anywhere else. Teachers are asked to be bold and flexible in their thinking.

Administration

St. Andrew's has a dedicated administrative team. The Head of School is supported by the Assistant Head of School, Director of Development, Director of Admissions, Business Manager, Director of Athletics & Student Life, and Plant Manager. The team works collaboratively to manage the day-to-day schedule, activities, operations, and programming. Meetings are held to review and prepare activities and upcoming events.

Parents

The Parent Teacher Association at St. Andrew's is an active and involved group of parents who share a sincere appreciation for the role that St. Andrew's has played in preparing their children academically, socially, and spiritually. They place a high value on the relationships and communication with faculty and staff. St. Andrew's families are active partners with teachers, serve on committees, support fundraising events, and serve on the Board of Trustees. Through volunteer opportunities, families assist with a wide variety of events, appreciate faculty and staff members, and are fully committed to the school.



Governance

St. Andrew's is governed by a Board of Trustees, with representatives of the entire St. Andrew's and Amarillo community. The 17-member Board includes current parents, alumni, parents of alumni, business and education professionals, legal counsel, Episcopal Church leaders, and community volunteers who bring specific skills and perspectives to the Board. As stewards of the strategic well-being of the School, they presented St. Andrew's new strategic plan, Called to Serve, Compelled to Lead for 2021-2025. The St. Andrew's Board adheres to the National Association of Independent School's Principles of Good Practice.

LIVING IN AMARILLO

Amarillo is a big city with a small town feel that is located in the Panhandle region of Texas. It has a population of about 202,000 people.

Amarillo, Texas is an affordable, vibrant, and growing community. It is known for the numerous places to enjoy outdoor recreational activities. Everyone's favorite is the majestic Palo Duro Canyon State Park, which is a 60-mile ravine that is a great outdoor space for camping, hiking, and mountain biking and is located just a 20-minute ride from Amarillo. John Stiff Memorial Park is in the city limits and offers softball fields, tennis courts, an outdoor swimming pool, and a skate park. Additionally, Amarillo has a zoo, botanical garden, and Wonderland Amusement Park for the children, and many golf courses and municipal parks around town. Fans of the arts visit the Globe-News Center for the Performing Arts, home to the Amarillo Symphony, Amarillo Opera, and the Lone Star Ballet.

The city has a strong art community, and is home to two professional sports teams, the Raging Bulls (hockey) and the Venom (indoor football). The area has entertainment options, including restaurants, music venues, jazz bars, and dance clubs. Amarillo is simple to navigate, with minimal traffic and easy access to major freeways. Amarillo and surrounding counties are known for agriculture, medicine, and energy. The area is popular for its cattle ranching and has a strong cowboy culture, complete with rodeos. The largest employers include Tyson Foods and the Amarillo (AISD) and Canyon (CISD) public school systems.





ST. ANDREW'S EPISCOPAL SCHOOL FAST FACTS

SCHOOL



Established: 1951
Grades: Pre-Primer to Grade 8
Enrollment: 292
 Boys - 51% Girls - 49%
Students of Color: 20%
Student to Teacher Ratio: 8:1
Average Class Size:
 PreK3: two sections of 12
 PreK4: two sections of 12-13
 K to Grade 2: two sections of 12-16
 Grade 3 to 8: two sections of 11-16

FINANCE



Tuition: \$4,540 to \$12,480
Endowment: \$4.6 million
Operating Budget: \$3.4 million
Fund for Excellence: \$310,000
Financial Aid Budget: \$203,000
Students Receiving Fin Aid: 20%

FACULTY



Full-time faculty/staff: 27
Advanced degrees: 4
Average years of experience: 14 years
Average years at St. Andrew's: 6 years
Faculty of color: 2.7%

Memberships & Accreditation



St. Andrew's Episcopal School: Joyfully Worship, Learn, Create, and Serve Together

The Position

St. Andrew's Episcopal School is seeking an educational leader who will build upon the legacy of the School and work closely with the Board of Trustees to secure a lasting vision for the School's future. The Head of School has oversight of all organizational activities and serves as the School's academic leader, fostering a climate of excellence and growth among students, faculty, and staff.

A successful candidate will be a leader in PreK-8 education who is devoted to the mission of St. Andrew's and appreciative of its history. Qualified candidates should have senior-level administrative experience as a leader in an academic setting. Having an affinity for the education of young learners is required. Spiritual leadership is essential and comfort with promoting the Episcopal Identity of the school will be an asset. Experience with Board initiatives will be helpful, and possessing effective communication and interpersonal skills will help ensure a successful headship.

The next Head of School will continue St. Andrew's philosophy of developing each student's gifts by providing a strong academic and spiritual foundation within a warm, loving Episcopal community. Recruiting and retaining high-quality faculty members, and providing strong professional development opportunities will be appreciated. Examination of the academic program, with a look at the vertical and horizontal alignment and how it meets the needs of all students, will be important. This leader will be an advocate for enrichment programs such as STEM, orchestra, and the fine arts.

Responsibilities begin **July 1, 2023.**



Professional Qualities

The successful candidate will:

- have significant senior-level administrative experience as a leader in a school
- provide spiritual leadership, upholding and promoting the Episcopal identity of the School
- discover St. Andrew's history, embrace its traditions, and share with enthusiasm
- serve as a leader who is held accountable for clearly communicating priorities, ideas, and projects, with a dedication to follow through with faculty, staff, and parents
- skillfully serve as a curricular leader, and have experience in recruiting, inspiring, mentoring, and supporting faculty, and
- have experience envisioning, obtaining financial support for, and implementing new strategic approaches that move the School forward.

Personal Qualities

This warm and close-knit community expects a leader who:

- is a person of faith who embraces the mission and spirit of St. Andrew's Episcopal School
- has a passion for education and understands the life of children in a PreK to grade 8 environment
- has an engaging personality and deeply enjoys being an active, visible presence in the life of the School while building strong, supportive relationships with all constituents
- possesses powerful and inspirational communication and interpersonal skills, is accessible and approachable, warm and compassionate, and a good listener
- demonstrates unwavering integrity and honesty, and the ability to listen, build trust, gather input, and engage in appropriate consensus building, and
- is at ease in taking challenges head-on and making decisions firmly, fairly, and efficiently.

Opportunities and Challenges

The new Head of School will be expected to:

- honor the school's mission, traditions, and core values; and maintain a strong sense of community
- recruit, retain, motivate, support, and provide for the professional growth of the highest quality faculty and staff
- build a strong relationship with the Board of Trustees and assist in its goals for the School
- create and enhance relationships with the greater Amarillo community, cultivating major donors to the School and leaders in the Texas Panhandle
- further strengthen the academic program, through attention to standards and alignment, and consideration for the needs of all students
- enhance levels of transparency and the quality of communication within the school community, and among the faculty, staff, administration, and parents, and
- effectively market the school's value proposition to compete in Amarillo's school market.

How to Apply

Prospective candidates should send the following materials in a single PDF document to the search consultants.

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



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St. Andrew's Episcopal School believes that each individual is entitled to equal employment opportunity without regard to race, color, religion, gender, national origin, age, disability, military service, sexual orientation, veteran or military status, pregnancy, genetic information or any other characteristic protected under federal, state, or local anti-discrimination laws. St. Andrew's Episcopal 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.