



**MONTGOMERY SCHOOL**  
**CHESTER SPRINGS, PENNSYLVANIA**  
**HEAD OF SCHOOL**  
**START DATE: JULY 1, 2020**  
**[WWW.MONTGOMERYSCHOOL.ORG](http://WWW.MONTGOMERYSCHOOL.ORG)**



**Carney  
Sandoe**  
& ASSOCIATES



# Montgomery SCHOOL

## Mission

Montgomery School ignites each child's love of learning and fosters their individual talents during the most formative years in order to prepare them for future success.

## Fast Facts

Year established: 1915

Total enrollment: 250

Students of color: 23%

Student/teacher ratio: 6:1

Number of faculty: 34

Faculty with advanced degrees: 56%

Average teacher tenure: 12 years

Motto: *Veritas, Pietas, Caritas*  
(Truth, Loyalty, Compassion)

## OVERVIEW

Montgomery School is a highly student-focused, pre-K through grade eight, coeducational, independent school located on a stunning 60-acre campus in Chester Springs, Pennsylvania, 30 miles west of Philadelphia. Founded in 1915 as a K-12 school for boys, Montgomery School evolved in the mid-20th century into a highly respected and innovative coeducational elementary school.

Led by a talented faculty, Montgomery School promotes the academic, social, and emotional development of each child. Teachers cultivate an environment that inspires all students to reach their potential and lead lives of engagement and integrity. The overriding goal is to develop happy, healthy, confident young people well prepared for high school and life beyond.

Montgomery School seeks a dynamic, engaging leader as its next Head of School starting July 2020. The successful candidate will be an experienced educational leader with deep pedagogical knowledge devoted to the School's mission and programs. The Head of School has oversight of all organizational activities and serves as the School's academic leader, fostering a climate of excellence and curricular innovation, and ethical growth among students, faculty, and staff. This is an exceptional opportunity to lead a high-quality independent school with an unwavering commitment to excellence.

## SCHOOL HISTORY

In 1915, the Reverend Gibson Bell founded Montgomery School as a boys' preparatory school for grades 1-12. The original School was located on Montgomery Avenue in Wynnewood, PA, from which the School took its name. In 1943, the School was re-established as a coeducational elementary and







middle school. In the summer of 1988, Montgomery School made the move to Chester Springs in order to accommodate growth and offer the opportunity for more outdoor learning. Built on the former 60-acre Beachwood Farm, Montgomery School continues today as a highly supportive, forward-thinking pre-K through grade eight school.

## THE SCHOOL

Montgomery School is committed to educating children in mind, body, and character while preparing them well for the life and learning in the 21st century. Students are encouraged to understand who they are and cultivate who they want to become. Teachers are highly attentive to helping all students reach their potential and develop an appreciation and respect for others. By the time they graduate, Montgomery students have the academic strength, character, and confidence to meet future challenges in an ever-changing world.

The challenging curriculum is designed to teach students how to become critical thinkers, active problem solvers, and confident leaders. The School achieves this through a strong partnership between parents and teachers and an enriching cultural environment and focusing on the importance of integrity, respect, responsibility, and service to others. Overall, Montgomery School believes in the power of community — evident in its non-sectarian Chapel program and family-style dining at every lunch — as well as in the importance of preserving and celebrating childhood.

The School's recent Strategic Plan (2018-2023) focuses on five priorities: enrollment growth, affordability, and access; faculty support for teaching and learning initiatives; attracting, retaining, and rewarding highly talented faculty and staff; identifying and supporting the signature strengths of the School; and strengthening financial stability and sustainability.



Montgomery School is a member of the Pennsylvania Association of Independent Schools (PAIS), National Association of Independent Schools (NAIS), Association of Delaware Valley Independent Schools (ADVIS), Education Records Bureau (ERB), and the Council for Spiritual and Ethical Education (CSEE).

## ACADEMICS

The Montgomery School curriculum is designed to inspire and challenge students at appropriate developmental stages. The faculty works diligently to maintain a curriculum that is relevant to the needs of today's students. As a result, students not only develop a strong academic foundation, they also gain a broader understanding of global issues while making meaningful connections to the information they are exploring. The results are well-informed, critical thinkers and active problem solvers.

The Lower School core curriculum includes Language Arts, Math, Science, Social Studies, Spanish (French in fifth grade), Art, Music, Library, Technology, and Physical Education. The Middle School curriculum includes core and elective courses in Language Arts, Math, Science, Social Studies, World Language, Art, Music, Design Thinking, Technology, and Physical Education. The student-centered curriculum is designed with the understanding that students need not only a mastery of content and well-developed skills but also a foundation of character that informs all that they do.

STEAM is incorporated into the spiraling curriculum at all grade levels. Increasingly, the School is using the 60-acre campus for environmental sustainability programming, including caring for and learning with a large, organic garden.





Students in all grades are also supported in developing healthy habits and pursuing qualities of integrity, respect, responsibility, and a passion for service to others.

## THE ARTS

Montgomery School considers the visual and performing arts to be central to the development of the whole child. All students participate in visual art and music throughout the year, and performances are included in the academic schedule. Each year, the School brings in artists-in-residence and performers to campus to teach and share their love of art. In addition, the arts are interwoven into academic subjects to allow for interdisciplinary connections wherever possible.

The Visual Arts curriculum is intentionally designed as an ascending spiral. Each year, students are exposed to and work with a variety of mediums and art concepts. They revisit these mediums and concepts in subsequent years to build upon past skills. This process helps students to develop artistic skills and knowledge that is broad in both scope and depth. Students explore a variety of art forms including drawing, painting, printmaking, ceramics, fiber art,

## Secondary School Placement

Graduates of Montgomery School have attended the following secondary schools:

The Agnes Irwin School  
 The Academy of Notre Dame de Namur  
 Avon Old Farms School  
 The Baldwin School  
 Berkshire School  
 Bishop Shanahan High School  
 Blair Academy  
 The Cate School  
 Church Farm School  
 Country Day School of the Sacred Heart  
 Delaware County Christian School  
 Devon Preparatory School  
 Downingtown STEM Academy  
 The Episcopal Academy  
 Episcopal High School (Alexandria, VA)  
 Episcopal School of Jacksonville  
 Francis Parker School  
 Germantown Academy  
 The Haverford School  
 The Hill School  
 The Hotchkiss School  
 LaSalle College High School  
 Linden Hall School  
 Malvern Preparatory School  
 The Peddie School  
 Perkiomen School  
 Pine Forge Academy  
 Putney Academy  
 Proctor Academy  
 The Shipley School  
 Villa Maria Academy  
 Westtown School



digital art, and sculpting. Art History, from ancient to contemporary times, is combined with the “Elements of Art” and the “Principles of Design” and taught throughout the art curriculum.

The Music curriculum is designed to provide opportunities for students with a variety of learning styles to be successful in music. As students get older, they have the opportunity to reach their musical potential. Students are given a wide variety of instruments to explore and learn. The curriculum also provides an outlet for those looking to create their own music.

## **ATHLETICS**

The interscholastic athletics program is an integral part of the educational experience. The focus on creative minds, strong bodies, and ethical character that is central to the School’s mission is also taught on the playing fields.

The main goal of the athletics program is to promote an optimal playing experience for all student athletes of various abilities. The School has a “no cut” policy allowing everyone an opportunity to take part at the varsity or junior varsity levels. Middle school student athletes compete on interscholastic sports in soccer, field hockey, cross-country, basketball, lacrosse, baseball, and softball.





## STUDENT LIFE

Outside of the classroom and sports, students at Montgomery School are deeply involved the School's shared community life. Core elements of the community are the daily family-style lunch and the weekly Chapel program. Chapel talks are delivered by members of the faculty, staff, and eighth-grade students. Every eighth grader is required to write and deliver an individual Chapel presentation. Each Lower School class prepares for and delivers a Chapel presentation as a group.

Montgomery offers a variety of service projects which are tied to classroom curriculum, specific to each grade. The School is also committed to providing a culturally enriching environment that nurtures and celebrates the unique qualities and talents of each student while emphasizing respect, integrity, and inclusivity.

## CAMPUS

Montgomery School is located on a gorgeous 60-acre campus on a former farm just west of Philadelphia. The facilities include 29 classrooms in 10 buildings, along with instructional outdoor classroom space featuring wetlands, an indigenous meadow, a quarry pond, and Pickering Creek. The classrooms and indoor learning spaces are state-of-the-art, with SmartBoards or high definition displays in each classroom. Along with the use of a well-equipped Computer Technology Center, students have access to laptops in both the Lower and Middle Schools. Two state-of-the-art science labs include 16 laptops in a mobile cart, capable of connecting with a variety of sensors for experimentation. The library contains more than 7,500 books and online resources. The Dining Room seats three grades at a time for family style lunches. Athletic facilities include a full-size gymnasium and five athletic fields.





## CHESTER SPRINGS, PENNSYLVANIA

The attraction of Chester Springs, PA, is that it's a lovely, livable town within shouting distance of Philadelphia. Chester Springs itself is one of the most historically significant in the area, with buildings dating back to the 1700s. The town is also home to the Yellow Springs Village, which includes impressive historic buildings and a vibrant, ongoing arts program. The Chester Springs region is considered one of the most prosperous and affluent areas in the county.

Of course, there are few locations in the United States with a more storied history and dynamic present than Philadelphia. Today, the Philadelphia metropolitan area is the eighth largest in the United States. As a thriving economic center, it is home to some major U.S. corporations and serves as a growing center for biotechnology and information technology. Philadelphia's historic and cultural sites alone make it one of the nation's major destinations, attracting more than 40 million visitors a year.

On the cultural front, Philadelphia is home to Independence Hall where the Declaration of Independence was signed and the U.S. Constitution adopted. Museums include the Franklin Institute, the Museum of the American Revolution, the University of Pennsylvania Museum of Archaeology and Anthropology, the Philadelphia Museum of Art (with the now-famous Rocky steps), and the impressive Barnes Foundation, which promotes the advancement of education and appreciation for the fine arts.

In education, the city is home to some of the oldest independent schools in the country and has the nation's third largest concentration of college students — including at the University of Pennsylvania, St. Joseph's University, Temple University, and Drexel University.





## OPPORTUNITIES, AND CHALLENGES

The next Head will build on the successful six-year term of current Head of School Sally Keidel. Specifically, the next Head will:

- **Be a visible, engaged, strong, spirited presence in all aspects of the School's operations.** The Montgomery community places a high value on the Head as a visible symbol and builder of an engaged community, who embodies the values of the School. The next Head of School will need to maintain clear and transparent communications with faculty and staff, parents, students, and alumni. Further, a successful candidate will demonstrate a pragmatic decision-making style and will be open to hearing the voices of the community on important issues.
- **Be an academic leader empowering faculty and staff at all levels to maintain academic standards while promoting innovation.** Montgomery is proud of its many cherished traditions, and its challenging academic program is enhanced by a caring community in which students feel safe to take risks. The Head of Montgomery, in partnership with the faculty and staff, will provide the vision and leadership necessary to ensure that the School will honor its rich traditions, while offering a program that fully reflects research-based practices and prepares its graduates for success.
- **Manage finances in alignment with the strategic plan, focusing on maximizing enrollment efforts and thoughtful allocation of assets.** In conjunction with the Board of Trustees, and in partnership with the Director of Finance and Operations, the Excellence Within Reach tuition reduction initiative (EWR) will be evaluated and adjustments made to insure the financial viability of the School. Further, the next Head of School will need to strongly partner with the Director of Development in support of expanding philanthropy by building valuable relationships in the community. The next Head of School will partner with the Director of Admissions to expand the pool of inquiries and applications by strategically targeting prospective families to support enrollment growth, and the Director of Marketing & Communications to increase awareness and visibility of the School.

## DESIRED QUALITIES AND QUALIFICATIONS

- **Enjoy being an active, engaged community builder and provide a visible presence in the daily life of the School.** This is the foundation for strong, supportive relationships with faculty and staff that will promote a sense of community, while building a highly engaged culture.
- **Possess a love of children and a deep appreciation for the distinctive environment that Montgomery has created and sustained.** A successful candidate will have a passion for being in an environment focused on elementary and middle grades, the most formative years in education.
- **Display a deep understanding of macro trends among independent schools, as well as leading educational research across disciplines.** Combine that understanding with an appreciation for Montgomery's values and traditions in order to articulate a compelling vision for the School's future.
- **Exhibit a collaborative leadership style supported by a pragmatic decision-making approach.** Possess an openness that genuinely invites and respects the perspectives and views of others. Successfully partner and support the faculty and staff.
- **Model a growth mindset while being warm, approachable, empathic, and down-to-earth.**
- **Authentic ability to lead with integrity.**
- **Excels with all forms of communication,** including exceptional public speaking and writing, and an ability to communicate clearly with all constituencies, especially students and families.

## TO APPLY

Educational leadership and / or classroom experience preferred. Interested and qualified candidates should submit electronically in one email and as separate documents (preferably PDFs) the following materials:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A one-page statement of educational **and** leadership philosophy and practice;
- A list of five professional references with name, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

### Bob Vitalo

Senior Consultant

robert.vitalo@carneysandoe.com

### Burke Zalosh

Search Consultant

burke.zalosh@carneysandoe.com