

EDUCATIONAL LEADERSHIP OPPORTUNITY:



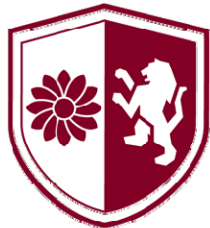
Founded in 1919, Lakeside School is an independent, coeducational day school offering a broad curriculum in the liberal arts for approximately 776 students in grades 5-12. Lakeside's highly motivated and talented students hail from diverse ethnic, racial, religious, and economic backgrounds. The school employs a similarly diverse group of faculty and administrators, nearly 80 percent of whom hold advanced degrees.

One of the most highly regarded independent schools in the nation, Lakeside prepares students for the most selective colleges and universities. Typically, 60 percent of each graduating class qualifies for National Merit recognition.

Among the defining features of Lakeside School is its intentional focus on developing young adults who will exercise wisdom, compassion, and leadership in a global society. United by its well-articulated Mission Focus plan, Lakeside's faculty and administrators continually evaluate, refine, and create programs in both divisions that support the school's unwavering commitment to academic excellence, global education, and diversity.

Lakeside's reputation for academic excellence is further distinguished by unparalleled experiential learning programs, which include local community service activities, international service learning, and outdoor education.

Located on two well-equipped campuses 10 miles north of downtown Seattle, the school's academic, athletic, and fine and performing arts facilities are topnotch. A \$180 million endowment supports Lakeside's extraordinary facilities, programs, and people.



LAKESIDE

S C H O O L

Middle School Director

Seattle, Washington

For July of 2012, Lakeside is seeking a talented leader and accomplished administrator to oversee its vibrant Middle School program.

The successful candidate will be attracted by and embrace the school's mission and be able to articulate how he or she will contribute to this dynamic, diverse, and intellectual community of lifelong learners.

On the web: www.lakesideschool.org

Application deadline: January 11, 2012



LAKESIDE SCHOOL AT A GLANCE

2011-12 Enrollment:

776 (399 boys, 377 girls)

Middle School: 257

Grade 5: 32
Grade 6: 64
Grade 7: 80
Grade 8: 81

Students of Color: 48%

School-wide Faculty: 111

(50 men, 61 women)

Faculty with Advanced

Degrees: 79%

Faculty of Color: 20.5%

Student/Teacher Ratio:

9:1

Average Class Size: 16

Endowment: \$180 million

Tuition, 2011-12: \$26,200

Financial Aid Awarded,
2011-12: \$4.2 million

% of Students Receiving
Aid: 28%

Accreditation: Northwest
Association of Schools
and Colleges, Pacific
Northwest Association
of Independent Schools,
Washington Department
of Education

Member: National
Association of
Independent Schools

LAKESIDE'S MISSION

The mission of Lakeside School is to develop in intellectually capable young people the creative minds, healthy bodies, and ethical spirits needed to contribute wisdom, compassion, and leadership to a global society. We provide a rigorous and dynamic academic program through which effective educators lead students to take responsibility for learning.

We are committed to sustaining a school in which individuals representing diverse cultures and experiences instruct one another in the meaning and value of community and in the joy and importance of lifelong learning.

MISSION FOCUS

Lakeside School fosters the development of citizens capable of and committed to interacting compassionately, ethically, and successfully with diverse peoples and cultures to create a more humane, sustainable global society. This focus transforms our learning and our work together.

GOALS OF A LAKESIDE MIDDLE SCHOOL EDUCATION

In fall 2008, the Lakeside Middle School faculty identified the knowledge, skills, attributes, and attitudes we seek to develop in our students by the time they graduate from the 8th grade. Drawing from shared readings, knowledge, experience, and discussion, the Middle School faculty recognized four major areas that we seek to develop in our students through the curriculum, co-curriculum, and school culture, which are outlined below:

1. Cognitive, Creative, and Intellectual Development

- Critical thinking
- Creativity
- Generative capacity
- Aesthetic appreciation
- Curiosity
- Ability to collaborate; make meaning with others
- Strong foundational and conceptual understanding of each academic subject

2. Social-Emotional Intelligence

- Respect for community and others
- Ethic of inclusivity
- Understanding and respect for boundaries between self and others
- Multicultural and global perspective
- Respect for the natural world and natural resources

3. Self Health: Emotional and Physical

- Healthy development of brain and body
- Humor, hopefulness, and resilience
- Self-confidence
- Willingness to try new things

4. Self Management and Goal Management

- Time management
- Ability to set goals and achieve them
- Self-advocacy skills and communication skills
- Ability to focus on a task or project
- Ability to reflect on one's own skills, to self-correct, and to develop strategies to meet goals

The ability to communicate effectively in all media crosses all four categories of student growth.

DEFINING QUALITIES AND UNIQUE ATTRIBUTES OF LAKESIDE SCHOOL

As one of the nation's premier independent schools, Lakeside takes seriously its responsibility to prepare talented young people to thrive within and contribute to a global society. Lakeside is a competitive, non-stop, high-energy community with an entrepreneurial spirit and a reverence for individualism and eccentricity. Personal responsibility is emphasized, and both freedom of expression and a high level of intellectual discourse are prized. Although not a boarding school, Lakeside embodies many of the characteristics of a residential environment, with faculty who are deeply invested in the life of the school and with students often on campus late into the evenings. The warmth and depth of relationships between teachers and students constitute a major strength of the school. Similarly, teachers and administrators enjoy a collaborative and collegial atmosphere and benefit from the school's extraordinary commitment to their professional growth.

THE STUDENT BODY

Lakeside students are a diverse, independent, talented, and ambitious group, characterized by intellectual strength, curiosity, creativity, motivation, and self-discipline. Admission to the school is highly selective; Lakeside this year accepted only 20 percent of those who applied. Among last year's 127 graduating seniors, three or more matriculated at each of the following colleges and universities:

Barnard College
Brown University
Carleton College
Columbia University
Harvard University

Massachusetts Institute of Technology
Pomona College
Princeton University
Santa Clara University
Stanford University

University of Pennsylvania
University of Southern California
University of Washington
Washington University
Whitman College

LOCATION AND FACILITIES

The Lakeside Middle School, constructed in 1999, occupies a full city block. The 52,000-square-foot building includes a 12,570-volume library, three science labs, two visual arts studios, two music studios, two computer centers, and a gym. Also located at the site are an outdoor basketball court, a greenhouse, a garden, parking, and a large playfield. A new turf field was installed two years ago. The Upper and Middle School campuses are separated by one block, but within easy walking distance of each other.



HIGHLIGHTS OF THE MIDDLE SCHOOL PROGRAM

The challenging Middle School program seeks to ignite a love of learning. Teachers recognize and support students' varied learning styles and team with their colleagues to design co-curricular offerings that complement classroom work. Each member of the Middle School faculty serves as an advisor to an average of eight students, providing academic, social, and emotional support. Additional support services are provided by the School Counselor and Family Support Liaison. Teachers in the Brain and Learning Lab assist students with study strategies and can arrange for tutoring support. An age-appropriate sequential life skills course of study begins in fifth grade and is designed to help students explore issues related to sexuality, media literacy, emotional health, addiction, general health, societal issues, and ethics.

The Middle School year is divided into three terms. A midterm report of student progress is sent home at the first and second midterms and at the end of all three terms. Midterm reports also include a student reflection, in which the students are asked to reflect upon patterns in their performance and to set goals for the remainder of the trimester. Fifth- and sixth-grade students receive narrative comments at each marking period but are not assigned letter grades. Seventh- and eighth-graders receive both comments and a letter grade for each course at the end of the term. Parent/guardian-advisor conferences take place between the first midterm report and the final comments for the first term.

In keeping with Lakeside's emphasis on global awareness, students commence foreign language instruction in fifth grade, choosing from among four levels of four languages: Mandarin Chinese, Spanish, French, and Latin. Students earn one year of Upper School credit for three years of Middle School language study.

Technology is used throughout the Middle School curriculum. All seventh- and eighth-grade students are required to have laptop computers and are trained to use them. The entire campus is wireless.

A complete description of the Middle School curriculum is available on the school's website: www.lakesideschool.org.

EXPERIENTIAL LEARNING OPPORTUNITIES

Throughout their Middle School years, Lakeside students are engaged in experiential learning via three signature programs:

- Outdoor Education provides hands-on opportunities for interdisciplinary learning and the development of self-esteem. Through team- and skill-building activities including rafting, hiking, camping trips, ropes courses, and first aid training, students learn to appreciate nature, respect the environment, and preserve natural resources. Each Middle School grade participates in at least one overnight trip. Seventh- and eighth-graders go on four-day outdoor trips that include hiking, bicycling, canoeing, and kayaking.
- Service learning is integrated into the Middle School curriculum, with all students in grades five through eight participating in local service projects and contributing to the wider Seattle community.
- Global Service Learning (GSL) trips each summer provide intercultural experiences for Middle School students as they explore the world beyond Lakeside. Eighth-graders travel for two weeks to Costa Rica, while seventh-graders may visit the Makah Indian Reservation in Neah Bay, Washington. In the school's newest GSL trip, 12 Middle-Schoolers last summer traveled to a 6,000-acre apple and cherry orchard in eastern Washington, where they explored the lives of migrant workers and the economic forces at play. All GSL trips emphasize service learning in the context of a cross-cultural experience.

THE ARTS



Middle School students take two visual and performing arts classes each week for all four years. Lakeside offers a cohesive, sequential music curriculum for grades 5-8 focusing on developing musical literacy and exploring individual musical interests. The comprehensive music program offers all students the opportunity to learn an instrument with the support of music coaches and 17 private teachers. All fifth-graders take a Prelude Orchestra course. There are seven musical ensembles in the Middle School; the Jazz Band last year placed first at the Bellevue Jazz Festival and the Advanced Orchestra placed first in the Mount Hood CC Jazz Festival. Lakeside students also explore painting, drawing, sculpture, and printmaking – with many art projects linked to their other academic classes. The drama program stages multiple performances each year.

MIDDLE SCHOOL SPORTS

The athletic program for Lakeside's fifth-graders focuses on developing athletic skills and sportsmanship. In grades 6-8, interscholastic JV and varsity teams are offered in soccer, crew, cross country, basketball, lacrosse, volleyball, baseball, softball, and track and field. Last year, Middle School students won four championship titles in soccer, cross country, basketball, and track. Nearly all Middle-Schoolers participate in at least one sport, and the school follows a no-cut policy in this division. All Middle School students also take gym class for four periods each week.



Last year, Lakeside developed a school-wide strategic athletics plan aimed at ensuring excellence in sports through the development of great facilities, competitive compensation for coaches, and a healthy emphasis on winning and the celebration of athletics throughout the school community.

OPPORTUNITIES AND CHALLENGES FOR THE NEW MIDDLE SCHOOL DIRECTOR

Anne Stavney, Lakeside's Assistant Head of School and Middle School Director, has ably led the Middle School for the past five years. As she leaves the school to accept the headship of Blake School in Minneapolis, her successor will inherit a high-functioning division. In particular, faculty and parents alike have appreciated her attention to establishing systems and communications vehicles to ensure the smooth running of the Middle School.

The talented Middle School leadership team includes an Assistant Director, nine Department Chairs, and four Grade Coordinators. The division's operating budget, excluding personnel costs, is \$145,000.

Among the opportunities and challenges awaiting the new Middle School Director are the following:

- To embrace all facets of the Lakeside mission and contribute new ideas for fulfilling that mission in the Middle School – particularly with respect to global education and the use of technology to enhance learning.
- To continue to develop leadership opportunities for Middle School faculty.
- To ensure that excellence in faculty hiring continues to be the norm through the use of a thorough and inclusive recruitment process. The current Director has hired 15 new teachers for the division during the past five years, building an excellent faculty that will be a tremendous resource for the next Director.
- To be an aggressive and effective advocate for the division while also endeavoring to understand and support the school as a whole.
- To engage actively with students and teachers in the daily life of the division.

THE POSITION: MIDDLE SCHOOL DIRECTOR

The Middle School Director will report directly to the Head of School, Bernie Noe, and will be responsible for carrying out the Lakeside mission within the division. This is a full-time, year-round administrative appointment, beginning July 1, 2012.

Specific responsibilities include:

- Being an active and effective member of the school's primary administrative team (includes the Head of School as well as directors responsible for finance and facilities, school relations, admissions, both divisions, and educational programs).
- Supervising all full- and part-time faculty members within the division, implementing the Lakeside faculty evaluation program, assessing staff performance, and, in conjunction with the Head of School, addressing personnel issues and staffing for the division.
- Overseeing the delivery of the educational program to students, and participating in the ongoing creation and renewal of curriculum, in consultation and collaboration with the division's department heads and grade-level coordinators.
- Ensuring that Lakeside's Statement of Community Expectations is carried out on a daily basis by adults and students, and handling issues related to student well-being, whether disciplinary or pedagogical, promptly and effectively.
- Communicating in effective, efficient, timely, and meaningful ways to faculty, staff, students, and parents within the division.
- Managing budget, operations, and facilities use on a daily basis within the division and participating in yearly planning for budget and facilities use.



WHO SHOULD APPLY: QUALITIES AND QUALIFICATIONS

Lakeside School is seeking a talented educational leader and well-organized administrator who can work effectively with a strong faculty and bright students. The successful applicant will have at least a master's degree in a discipline or in education; candidates with advanced degrees or double master's degrees will be of particular interest. Teaching and administrative experience are essential; administrative work should have been at least at the level of a deanship or department head. Experience with budgets, strategic planning, teacher mentoring and evaluation, curriculum development, and student life and activities will be particularly relevant.

A high degree of organizational and administrative ability should be evident, and computer literacy on a PC platform is essential. References should speak to the applicant's ability to be an effective educator and administrator, to work successfully with young adolescents, and to work harmoniously and competently with adult colleagues.

IMPORTANT QUALITIES AND QUALIFICATIONS

The ideal candidate will offer most or all of the following:

- Substantial experience in a middle school setting.
- A strong understanding of adolescent development and a genuine love of working with students of this age.
- A collaborative and collegial leadership style; a willingness to tap the passion and energies of the faculty.
- Excellent written and oral communication skills.
- Exceptional organizational skills and attention to detail.
- A passion for global education and service learning.
- Familiarity with current best practices in middle school education.
- Confidence balanced by humility; the ability to hold one's own with a strong faculty and a demanding parent body.
- A genuine commitment to and appreciation for diversity.
- Keen intelligence, intellectual curiosity, and an analytical approach to problem solving.
- The ability to set priorities.
- A capacity for hard work.



Lakeside School is committed to attracting and retaining outstanding employees through a compensation plan that compares favorably with those of peer schools nationwide. Individual salaries – negotiable depending on education and experience – are very competitive. A full benefits package includes TIAA/CREF retirement and generous medical/dental coverage, and equals the best plans in private industry. Lakeside's down-payment assistance program (available after successful evaluation) supports first-time home purchases in the Puget Sound area.



Anticipated Search Calendar:

Application deadline:	January 11, 2012
Semifinalists selected:	January 19, 2012
Semifinalist interviews:	January 28-29, 2012
Finalist visits:	Mid-February 2012
Appointment:	February 2012
Start Date:	July 2012

APPLICATION REQUIREMENTS & PROCESS

Acting on behalf of Lakeside School, Wickenden Associates is actively recruiting talented educational leaders who possess the skills, personal qualities, and experience necessary to meet the demands of this exciting and challenging position.

The lead consultants are James Wickenden (jwickenden@wickenden.com) and Zachary White (zwhite@wickenden.com).

Applicants for the position should submit, no later than **Wednesday, January 11, 2012**, the following:

- A cover letter explaining why they are particularly interested in and qualified for the position.
- A current résumé.
- A statement of educational philosophy and/or other supporting material (e.g. articles or speeches) that would be useful to the Search Committee.
- The names, addresses, and telephone numbers of three references. (*We will obtain permission from candidates before contacting references.*)

Applications should be transmitted via email to this address:

[**searches@wickenden.com**](mailto:searches@wickenden.com)

After initial reviews of applicants, the Search Committee will select semifinalists, who will be interviewed over the weekend of **January 28-29, 2012**. Finalists will be invited to the school for a more comprehensive series of interviews with representatives of the school's constituencies. Wickenden Associates will keep all applicants informed of their status throughout the process.

Ideally, final selections will be made by February 2012. The position will begin on July 1, 2012. Prospective candidates interested in learning more about this opportunity and/or the search process are invited to call Wickenden Associates at 609-683-1355.