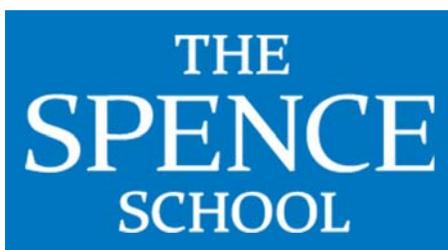




**An Exciting Educational Leadership Opportunity
for August 2019:**

Physical Education Department Head



New York, NY

www.spenceschool.org

**APPLICATIONS REQUESTED ASAP AND
NO LATER THAN OCTOBER 17, 2018**



Founded by Clara B. Spence in 1892, The Spence School is an independent, college-preparatory day school serving 752 girls in Kindergarten through Grade 12. Ranking among the nation's pre-eminent schools for girls, Spence is committed to high academic standards, integrity, a diverse student body, and a purpose larger than oneself.

Spence's vibrant canvas of teaching and learning is inspired by the words of Clara Spence, who described learning as an "intellectual and moral adventure." The talented faculty embraces the challenge of preparing Spence's able students to thrive as engaged citizens with purpose, passion, and perspective.

The Physical Education Department Chair oversees eight faculty members, all deeply committed to ongoing professional development, and a dynamic, multifaceted, standards-based K-12 curriculum designed to develop skills, fitness, and a lifetime commitment to wellness.





MISSION AND PHILOSOPHY

Non scholae sed vitae discimus (Not for school but for life we learn.)

MISSION

With a commitment to academic excellence and personal integrity, The Spence School prepares a diverse community of girls and young women for the lifelong transformation of self and the world with purpose, passion, and perspective.

PHILOSOPHY

Offering a rigorous, liberal arts study, The Spence School develops high standards and character while creating an environment that fosters self-confidence and the joy of learning. Charging our students to meet the demands of academic excellence and responsible citizenship in a changing world, we teach that diverse points of view fuel inquiry, engagement, and deeper understandings of complex truths. We believe in the strength, intellect, and vitality of women.

THE SCHOOL AT A GLANCE

AFFILIATIONS

ACCREDITATION: New York State Association of Independent Schools

MEMBER: National Association of Independent Schools, National Coalition of Girls' Schools, New York Interschool

ENROLLMENT AND FINANCIAL AID

2017-18 ENROLLMENT:	752
LOWER SCHOOL (K-4):	265
MIDDLE SCHOOL (5-8):	227
UPPER SCHOOL (9-12):	260
STUDENTS OF COLOR:	41%
2018-19 TUITION:	\$52,050
FINANCIAL AID:	\$5.3 million aiding 18.5% of students

FACULTY AND STAFF

TOTAL NUMBER OF EMPLOYEES:	240
FULL-TIME FACULTY:	127
FACULTY WITH ADVANCED DEGREE:	82%
AVERAGE FACULTY TENURE AT SPENCE:	9.5 years
MEDIAN YEARS OF TEACHING EXPERIENCE:	15
FACULTY/STAFF OF COLOR:	36%
MALE/FEMALE RATIO:	20/80

LOCATION AND CAMPUSES

LOCATION:	Manhattan's Upper East Side
LOWER SCHOOL:	56 East 93rd Street
MIDDLE/UPPER SCHOOL:	22 East 91 st Street

ABOUT THE SPENCE SCHOOL

With a 126-year record of excellence in the education of girls and women, The Spence School has always championed the spirit of learning in a community of openness, virtue, warmth, and joy that is built upon the foundations of intellectual inquiry and engagement. The talented faculty oversees a challenging curriculum that promotes students' growth as scholars and human beings. The all-girls' environment places importance on self-agency, couples high expectations with open possibilities of academic leadership, and embodies what it means to share sisterhood and womanhood in defining one's own education.

The Spence School's large and considered educational vista of opportunities for students features rigorous and imaginative academics in all three divisions; a full array of arts offerings; a comprehensive physical education and interscholastic athletics program; and more than 40 student clubs, activities, and organizations. The K-12 Outreach and Public Service Program is grounded in the development of strong partnerships with dynamic nonprofit organizations.

For a detailed look at the entire educational program, visit www.spenceschool.org.

As it looks to the future, Spence aspires to continue harnessing the power inherent in all-girls education while exploring new opportunities to promote creativity and innovation. Adopted in 2015, the school's Long Range Plan sets a strong foundation for designing pedagogy and programs.



Among Spence's exciting plans for the future is the construction of a new athletic and educational facility — Spence 412 — at 412 East 90th Street. Slated to open in 2020, the facility will include a regulation-size gymnasium for volleyball and basketball; nine squash courts, including an exhibition court; a multipurpose room for the performing arts; as well as an ecology center and outdoor education space.

Read the Long Range Plan here: [*Teaching and Learning at Spence 2025: An Intellectual & Moral Adventure*](#).

STUDENTS

A highly selective school admitting one in 10 applicants, Spence enrolls girls from all boroughs of New York City as well as from parts of Westchester County, Connecticut, and New Jersey. The school actively seeks students who reflect the racial, cultural, religious, and socioeconomic diversity of the wider world.

Spence's highly accomplished and well-prepared graduates are welcomed each year to the nation's finest colleges and universities. Among the 297 graduates from the Classes of 2014–2018, five or more enrolled at each of the following:



Amherst College
Brown University
Columbia University
Cornell University
Dartmouth College
Duke University

Emory University
Georgetown University
Hamilton College
Harvard University
Northwestern University
Princeton University

Stanford University
University of Chicago
University of Michigan
University of Pennsylvania
University of St Andrews
(Scotland)

Washington University in
St. Louis
Wesleyan University
Yale University

PHYSICAL EDUCATION AT THE SPENCE SCHOOL

Using movement as a medium for growth and self-discovery, Spence's broad and rich physical education program is designed to equip students with the skills and self-confidence to embrace new challenges while providing enjoyable experiences that promote healthy, active, and creative lifestyles. Across the K-12 spectrum, the diverse curriculum is designed to develop skills, fitness, and a lifetime commitment to wellness. The development of the curriculum has been informed by the National Standards and Grade Level Outcomes specified in the Society of Health and Physical Educators' *SHAPE America* program.



LOWER SCHOOL. The Lower School program lays the foundation of fundamental motor skills through practice, encouragement, and instruction. The focus is on teaching movement exploration through play, cooperation, teamwork, and development of personal and social behavior that encourages responsibility, collaboration, risk-taking, and independent thinking. Throughout the five-year sequence, students develop locomotor, non-locomotor, and manipulative skills. Tumbling and gymnastics classes develop overall body awareness as well as flexibility, endurance, and strength. In grade 4, students learn fundamental sport skills such as throwing, dribbling, receiving a pass, and striking a pitched ball.

MIDDLE SCHOOL. In Grades 5–7, students participate in a full-year course that provides instruction in a wide range of individual and team sports. The three- to four-week units include instruction in soccer, tchoukball, rock climbing, volleyball, floor hockey, basketball, team handball, badminton, softball, and track and field. In Grade 8, units of study include traditional sports with the addition of fitness and conditioning, rock climbing, alternative types of invasion, target, and net sports, as well as lifetime and outdoor activities. Health and skill-related fitness concepts are incorporated through the *Physical Best* curriculum.



UPPER SCHOOL. Students are required to participate in a physical education and athletics class during each of their eight semesters in Grades 9-12, choosing from among a broad array of offerings including, among others, cardio kickboxing, cycling, in-line skating, indoor rowing, Pilates, aerobics, yoga, and Zumba. The diverse curriculum is designed to develop skills, fitness, and a lifetime commitment to wellness. Discussion of issues relating to health, nutrition and exercise permits students to critically analyze their lifestyles and make educated choices for their futures. Participation in dance or interscholastic team sports also fulfills the physical education requirement.

INTERSCHOLASTIC ATHLETICS PROGRAM. While not falling under the direct purview of the Physical Education Department, the competitive and highly successful after-school Athletics Program is an important complement to the department's offerings. Several members of the Physical Education faculty also coach one or more teams.

In the Upper School, the Spence Sabers participate in the Athletic Association of Independent Schools of New York City, competing with other top independent schools including Brearley, Chapin, Sacred Heart, Friends Seminary, Hewitt, Marymount, Nightingale-Bamford, Packer-Collegiate, St. Ann's, Trevor Day, and Trinity. JV and Varsity offerings include cross country, field hockey, soccer, volleyball, fencing, basketball, indoor track, squash, and swimming.

Beginning in grade 5, Middle School students may participate in a no-cut, skills-based after-school athletics program featuring team competition in several sports.

THE POSITION: PHYSICAL EDUCATION DEPARTMENT HEAD

Spence's next Physical Education Department Head will inherit the extraordinarily solid program developed by retiring department chair Denise Adorante. The department seeks an accomplished educator to build on its longstanding history of collaborative excellence while guiding the faculty toward future possibilities.

OPPORTUNITIES AND CHALLENGES

The position represents an opportunity to lead the K-12 department in refining its National Standards and Outcomes-based curriculum while building on the program's commitment to develop motor, social, and cooperative skills and practices for life-long health and fitness.

The next Department Head will have the opportunity to work with outstanding students and colleagues. The current nine-member faculty boasts an average tenure of 21 years at Spence; two-thirds of the faculty members hold advanced degrees.

The anticipated opening in 2020 of the new athletic and educational facility several blocks away will bring new program opportunities. The Department Head also must manage the continuing challenge of bringing together the members of the faculty who work in different divisions and often have after-school coaching responsibilities.



SPECIFIC RESPONSIBILITIES OF THE POSITION

CURRICULAR LEADERSHIP

- Oversee K-12 Physical Education curriculum.
- Oversee curricular review, refinement, and K-12 continuity.

INSTITUTIONAL LEADERSHIP

- Lead hiring searches for department faculty, in tandem with the administrative team.
- Represent the department to all constituents.
- Serve at admission and outreach events and on school-wide committees.
- Manage department business.

INSTRUCTIONAL LEADERSHIP

- Mentor colleagues, serving as an intellectual and teaching resource.
- Lead professional development, goal-setting, and evaluations.
- Establish department's annual goals.
- Oversee course sectioning and staffing, and plan department meetings.
- Serve as the immediate supervisor to eight teachers.

TEACHING AND COACHING

- Teach three sections of Physical Education.
- Coach one season of a Middle School or Junior Varsity/Varsity Interscholastic Team.

WHO SHOULD APPLY?

The Spence School offers a dynamic and supportive work environment, competitive salaries, multiple opportunities for professional growth, and a generous benefits package. Spence is committed to an equitable and inclusive program and a diverse faculty, staff, and student body. Candidates from diverse backgrounds are therefore especially encouraged to apply. The Spence School is an Equal Opportunity Employer.

Ideally, candidates will offer most or all of the following attributes:

QUALIFICATIONS AND EXPERIENCE

- Sustained teaching experience.
- An advanced degree or equivalent experience.
- A demonstrated appreciation for the craft of teaching and interdisciplinary learning, along with a passion for and knowledge of K-12 and Physical Education.
- Experience leading the development and implementation of innovative program design.

LEADERSHIP TRAITS AND PERSONAL QUALITIES

- Finds joy in working with children and in school life.
- Leads with energy, kindness, and a sense of humor.
- Demonstrates cultural competency and skills engaging with and learning from people with diverse backgrounds and experiences.
- Supports Spence's commitment to equity.
- Is committed to leading and supporting teachers' ongoing professional development.
- Possesses or shows promise of successful departmental-leadership experience.
- Possesses the following habits: collaboration, organization, confidence, reflection, vulnerability and resiliency, communication and transparency, curiosity, ethics, social and emotional intelligence, and action orientation.
- Serves as a role model for girls and young women.



APPLICATION REQUIREMENTS AND SEARCH PROCESS

Acting on behalf of The Spence School, Wickenden Associates is actively recruiting exceptional candidates for this appealing leadership opportunity. The lead consultant is Laura Hansen (lhansen@wickenden.com). She may be reached at (609) 683-1355. Candidates should submit **ASAP and no later than Wednesday, October 17, 2018**, an application package including the following:

- *A cover letter indicating why they are particularly interested in and qualified for the position.*
- *A current résumé.*
- *The names, addresses, and telephone numbers of three references. (We will obtain permission from candidates before contacting references.)*
- *A writing sample.*

These materials should be transmitted via email attachment to searches@wickenden.com.

After an initial review of applicants, the Hiring Team will interview selected candidates in November. Shortly thereafter, finalists will be invited to Spence for a more comprehensive interview process. An appointment is anticipated in January 2019. Wickenden Associates will keep all applicants informed of their status throughout the process.