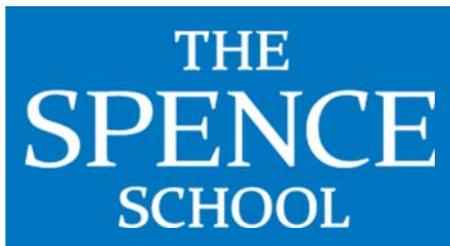




**An Exciting Educational Leadership Opportunity
for August 2019:**

Visual Arts Department Head



New York, NY

www.spenceschool.org



**APPLICATIONS REQUESTED ASAP AND
NO LATER THAN JANUARY 14, 2019**

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 Visual Arts Department Chair supervises 10 full- and part-time faculty members – all of whom are accomplished educators and working artists – and oversees a dynamic, expansive K-12 curriculum designed to develop skills, encourage creative risk-taking, and foster a lifelong love of the arts.



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

VISUAL ARTS AT THE SPENCE SCHOOL

Spence's K–12 visual arts curriculum is comprehensive, dynamic, and ever responsive to events occurring in the school, the city, and the world. The talented faculty of working artists collaborates across the three divisions, collectively building a broad-based program of studies that inspires students to develop skills and broaden perspectives through exposure to the full range of visual media. In all three divisions, attractive, well-resourced studios support serious artistic endeavors as well as playful experimentation. The school's hallways and common spaces serve as a rotating gallery of student artwork, keeping creativity at the forefront of the Spence experience.

LOWER SCHOOL. The art studio is a lab for Spence's youngest students to explore materials, solve problems, hone their skills in creative expression, and take risks. Art instruction begins in Kindergarten and continues through grade 4, encompassing drawing, painting, printmaking, sculpture, ceramics, fiber arts, papier-mâché, and collage.

Often, the visual arts are integrated with other subject areas. In grade 3, for example, art teachers partner with the Spanish Department as students explore the materials and traditional art techniques of Mexican *piñateros*. Fourth-graders sell their own art to raise funds for disaster relief and create the scenery for the Grade 4 dance performance.



MIDDLE SCHOOL. The visual arts program in Grades 5–8 is designed to ensure that students retain the aesthetic sensibility and love of making art they have developed in Lower School. Yearlong courses in each grade offer exposure to a range of media: photography, sculpture, drawing, painting, printmaking, mixed media ceramics, and fiber arts. Students move through a variety of subject areas and receive multiple opportunities for personal expression and technical mastery.

UPPER SCHOOL. Spence's graduation requirements include three semesters of visual arts, with a distribution requirement ensuring that students select one course from each of three content areas. Semester electives and discipline-based studios give students the chance to explore specific media in depth. Throughout the program, emphasis is placed on the visual expression of ideas, the creative value of taking risks and making mistakes, as well as a vibrant combination of careful planning, visual problem-solving, and experimental play.

Current semester electives include the following:

American Art History: 19th Century
American Art History: 20th Century
Ceramics
Ceramic Sculpture
Multimedia & Materials
Painting & Drawing

Photography Printmaking
Sculpture and 3-D Design
Senior Studio
The Arts of Africa and the African Diaspora
3-D Design and CAD

A yearlong Advanced Art Portfolio course supports students interested in building AP arts portfolios. Students with an exceptional interest in visual art also may participate in the Art Scholars program. Students meet twice a week in addition to their required art classes, developing skills and learning about experiences different from those offered in the existing art program. When appropriate, the program facilitates connections to other areas of learning. What is valued most in Art Scholars is the creative journey of each student, including processes and outcomes not traditionally considered fine art.

THE POSITION: VISUAL ARTS DEPARTMENT HEAD

Spence's Visual Arts Department seeks an accomplished educator and practicing artist to lead a department of dedicated teachers to build on its longstanding history of collaboration, inventiveness, and curiosity. The position is an opportunity to lead a dynamic team in expanding the K-12 department's commitment to innovative program design and to guide students through creative experiences for a better life.

OPPORTUNITIES AND CHALLENGES

The Visual Arts faculty will welcome a collaborative and process-oriented Department Chair who shares their devotion to both the practice and teaching of art. Most work part-time at Spence to allow time for their own artistic endeavors, work that feeds and enriches their teaching. Managing schedules to permit teachers the necessary flexibility is an important component of the Department Chair's work.

Members of the department also will look to their next leader to manage administrative responsibilities while serving first and foremost as a passionate advocate for the arts – a champion, a cheerleader, and a problem-solver.

The position requires a leader who will embrace the opportunity to work with girls across the K–12 spectrum and one who genuinely honors all art forms.



SPECIFIC RESPONSIBILITIES OF THE POSITION

CURRICULAR LEADERSHIP

- Oversee Visual Arts curriculum.
- Provide curriculum continuity within and across the three divisions.
- Oversee curricular review, refinement, and implementation.
- Advise Upper School students in course selection.

INSTITUTIONAL LEADERSHIP

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

INSTRUCTIONAL LEADERSHIP

- Monitor individual professional development, goal-setting, and evaluations.
- Oversee course sectioning and staffing.
- Establish department's annual goals.
- Plan and lead department meetings.
- Serve as immediate supervisor to 10 department members.

TEACHING

- The equivalent of three courses, preferably sculpture.

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.
- Successful departmental or equivalent school leadership experience.

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.
- Demonstrates an ability to foster sustained collaboration and professional growth within a team.
- Demonstrates skills in communications and interpersonal relations within and across multiple constituencies.

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 Monday, January 14, 2019**, 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 and an image (or link to website) of the candidate's artwork.*

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 late January or early February. Shortly thereafter, finalists will be invited to Spence for a more comprehensive interview process. An appointment is anticipated in February 2019. Wickenden Associates will keep all applicants informed of their status throughout the process.