



## Head of School

# Newark Boys Chorus School

*Newark, NJ*

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*Established in 1969, Newark Boys Chorus School (NBCS) is an independent day school serving students in grades three through eight. Dedicated to developing successful young men of sound character through rigorous academic and musical training, the school and its students are recognized as “Newark’s Musical Ambassadors” to the world. Currently enrolling 45 students, NBCS prides itself on providing high-level academic and musical opportunities for the young men it serves.*

NBCS’s commitment to musical and academic excellence has been a defining feature since its founding. In addition to a comprehensive musical curriculum, NCBS boasts a rigorous academic program that prepares graduates to enter the secondary schools of their choosing. The school’s size allows it to offer a differentiated curriculum that corresponds with students’ physical, mental, emotional, and academic development.

During its 50-year history, the Concert Chorus (NBCS’s upper choral ensemble) has performed throughout the United States and across the world. To this day, the chorus maintains an active national and international touring schedule with more than 40

concerts each year and has performed at some of the nation’s most prestigious venues.

For a position to begin in July 2019, NBCS seeks a dynamic and devoted school leader with a deep understanding and appreciation of the value of music. The position requires an enthusiastic and skilled fundraiser with a passion for sharing the school’s important contributions to the community with a wide audience. This is a unique opportunity for an educator and administrator who is energized by the school’s mission and excited to lead a stellar institution with a commitment to service and excellence.



**APPLICATION DEADLINE: *JANUARY 23, 2019***



## MISSION

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The mission of the Newark Boys Chorus School is to develop our students into successful young men of sound character through rigorous academic and musical training.

## VISION

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The vision of the School is to be a world class academic and music institution while providing an exemplary student experience.

## PHILOSOPHY

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The Newark Boys Chorus School is dedicated to students' pursuit of excellence and to the joy of learning and self-discovery in a caring and supportive community. The school believes that the success of young men is achieved by integrating a rigorous academic program with intensive music performance training in small, single-gendered classes.

## PORTRAIT OF A GRADUATE

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- He will have the breadth and depth in a range of musical areas, including vocal, chorus, and piano, with the ability to proficiently read music.
- He will have a deep understanding of music as a performing art, a field of study, and a craft.
- He will be to articulate himself well and speak effectively and efficiently.
- He will understand the importance of presentation and know how to present himself well in all scenarios.
- He will develop his higher order thinking skills in all disciplines, including math, science, technology and the humanities.
- He will have a deeper understanding of the growing world around him and understand his role/place in the world.
- He will develop a sense of personal accountability and responsibility as it concerns his actions.
- He will create for himself a personal code of morals and ethics and understand how that code empowers him to make decisions.
- He will demonstrate a sharpened skill set to approach mathematical and scientific problems, through a comprehensive S.T.E.M curriculum.
- He will understand the importance of young manhood and brotherhood and understand his role in his "brothers" development and success.
- He will have learned the importance of traveling through the learning process, specifically as it concerns developing interpersonal skills.
- He will have sharpened his leadership style and skills.

## VITAL STATISTICS

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<b>FOUNDED:</b>	1969	<b>% FACULTY WITH ADVANCED DEGREES:</b>	50%
<b>ENROLLMENT (2018-19):</b>	45	<b>TOTAL FUNDS RAISED, 2017-18:</b>	\$742,129
<b>% STUDENTS BELONGING TO RACIAL/ETHNIC MINORITIES:</b>	100%	<b>PERCENT OF STUDENTS RECEIVING AID:</b>	100%
<b>TOTAL EMPLOYEES:</b>	16	<b>2017-18 OPERATING BUDGET:</b>	\$894,164
<b>FULL TIME FACULTY:</b>	7	<b>ACCREDITATION:</b>	New Jersey Association of Independent Schools, National Association of Independent Schools, Middle States Association of Colleges and Schools
<b>AVERAGE FACULTY TENURE:</b>	10 years		

**ON THE WEB:**

**[WWW.NCBS.US](http://WWW.NCBS.US)**

## DEFINING STRENGTHS OF NBCS

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One of few institutions of its kind, NBCS offers a truly unique education to its students. In addition to the skills students develop through preparing and performing extensive touring and concert programs, they gain self-confidence and poise that will serve them throughout their lives. With the exception of a \$500 enrollment fee, the schools is tuition-free and is committed to serving all qualified students, regardless of financial need.

### MUSIC EDUCATION

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The music program at NBCS is grounded in the belief that the experience of participating in a chorus, along with the skills developed in music theory, piano and voice classes, fosters the discipline, perseverance and poise key to becoming successful men. The music program begins with the Apprentice Chorus program for fourth and fifth graders. As their musical sophistication grows, the students apply these skills to rehearsal and the end result is a high-quality artistic performance. The students step up to the Concert Chorus for sixth through eighth grades. The choruses join together each year to present the holiday

concert in December and Spring concert in early June. With a diversified repertoire that includes traditional classical music, spirituals, folk music and jazz, the choruses perform at more than 40 events annually for an audience totaling 30,000.

Every three years, the Concert Chorus embarks on a tour and global learning experience. Each student has the opportunity to be a part of one tour in his tenure with the chorus. The curriculum integrates instructional modules that prepare students with knowledge of the culture, history, language and environment of the tour locations. The tour transforms the lives of our students. For many, this is their first opportunity to perform and experience life outside our region and be immersed in a different culture.

The study of music theory directly supports the Apprentice and Concert Choruses. Boys develop skills in several areas that include ear training, sight singing, melodic and rhythmic notation, analytical approaches to music study, listening, and developing creativity. Music theory is a required course for all students. The music theory program cultivates an understanding of the methods, techniques, and styles that are fundamental to the performance (and knowledge) of choral music. As they deepen their musical skills, students learn to apply what they learn in class in performance.

Students also participate in group voice and piano lessons. Voice class supports students in developing individual artistic sensibility and hones their vocal performance skills. Students study various vocal techniques and styles, sing in parts, and work on music reading and notation. Voice study emphasizes the skills required to achieve a balanced, blended vocal sound through a variety of challenging music from the solo repertoire of many cultures, styles and historical periods. Piano class reinforces and integrates musical concepts with hands-on application and deepens the students' understanding of the music they perform. Students build functional piano skills, learn basic keyboard techniques, and perform keyboard compositions to support their overall mastery of music performance.



## THE SCHOOL COMMUNITY

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NBCS students are talented and bright leaders who demonstrate a sincere commitment to cultivating their artistic and academic abilities. Most students live in the surrounding neighborhoods, and the school seeks to serve not only its students, but their families and the community as a whole. Reflecting the rich diversity of its surroundings, almost all of the school's students identify as people of color, and many students speak a second language at home. The school embraces the national and ethnic diversity of its community and conscientiously works to empower and affirm all of its students.

The school benefits immensely from an experienced and dedicated staff of seven full-time educators and musicians, half of whom hold advanced degrees. Because of NBCS's size, teachers often cover multiple subject areas and work across all grade levels. This flexible and experienced cohort has shown considerable dedication to the school, with an average tenure of 10 years. This tight knit community is united in its commitment to providing an unparalleled musical and academic education to the school's students.

## GOVERNANCE AND ADMINISTRATION

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The Head of School reports to the Board of Trustees and oversees the Academic Director, Music Director, School Administrator, and Network Administrator. The professional and experienced Board is comprised of 10-16 members who serve two-year renewable terms; there is no term-limit for trustees. The current members include alumni, parents, lawyers, business owners, educators, and corporate leaders. The school also maintains a Young Professionals Advisory Board for younger supporters of the school who wish to gain experience in Board work. Because the school relies almost entirely on donated funds, the Board plays a vital role in cultivating and maintaining a donor base and raising awareness of the school within the wider community.

## HIGHLIGHTS OF THE EDUCATIONAL PROGRAM

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NBCS provides a blended academic program designed to challenge, inform, inspire and nurture growing minds. In addition to its comprehensive music program, the school demonstrates an unwavering commitment to academic rigor. NBCS primarily draws students from the surrounding neighborhoods, and many boys enter academically behind state standards for their grade levels. The school has had remarkable success helping students from all academic backgrounds prepare to enter and excel at excellent secondary schools.

In addition to core academic classes in language arts, mathematics, science, and social studies, music and technology are infused at all grade levels to enhance the educational experience. NBCS's size allows for significant individual attention and a flexible curriculum that is able to provide a personalized educational program for each boy. The average class size is 16 students, and a close relationship between teachers and parents provide a strong foundation for student success.



Woven within the program is the inclusive Integrated STEAM Curriculum, which offers an advanced academic program focused on science, technology, engineering, art, and mathematics. Students participate in a challenging curriculum with rigorous science and math instruction. Teachers use an innovative, hands-on inquiry approach for instruction in all content areas. Students observe and ask questions, create and conduct their own investigations, analyze their data to draw conclusions, and communicate their findings to others. Students also have the opportunity to take advantage of elective courses, including computer science and robotics, African drumming, creative writing, public speaking, Spanish, theater arts, and SSAT prep.

## OPPORTUNITIES AND CHALLENGES

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The next leader of Newark Boys Chorus School will play a vital role in the continuing success of the institution, leading a committed group of educators and trustees who are eager to cement the school's reputation as a model for urban arts education. The central opportunities and challenges awaiting the next Head of NBCS include:

### FUNDRAISING AND FINANCE

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As a tuition-free institution, NBCS relies heavily on donated funds to fulfill its mission. The school benefits indirectly from other organizations in and around Newark that promote the arts and education (e.g. The New Jersey Performing Arts Center and The Newark School of the Arts); however, these organizations also compete with NBCS for philanthropic dollars. The incoming Head of School will be expected to build on the school's recent success in securing support from corporations and foundations and be an active advocate for the school within Newark's philanthropic community. NBCS also has a small but loyal alumni base that could be cultivated to support their alma mater. The school is also lucky to have a passionate group of trustees who support the school in many ways, often through regular financial contributions to the organization. There is an opportunity, however, for the Head of School to educate and empower the Board members to be more effective advocates and proactive partners in the identification, cultivation, and solicitation of major gift prospects. Generating a reliable stream of charitable revenue for the school is essential for the organization's long-term sustainability, but the incoming Head will also need to work closely with the CFO and Board in the short-term to ensure the school can balance its books while maintaining its unique, inspiring program.

### MARKETING AND ENROLLMENT MANAGEMENT

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As one of the last remaining boys choir schools in the country – and the only one dedicated to serving the urban core – NBCS occupies a unique place in American education. The boys' many performances are de facto promotions for the school, and NBCS is fairly well known in choral circles, especially in the New York City region. The school, however, has room to improve its recognition among friends and neighbors in Newark, New York, and Northern New Jersey. In the fall of 2018, NBCS wisely added a third-grade class, creating an entry point that makes the school more competitive with local charter and parochial schools. Offering a truly unique educational and artistic experience for its students, NBCS is well positioned to pitch its program to prospective families. The new Head will need to raise the profile of NBCS among families seeking an independent education for their boy(s) and balance the many factors – financial, geographic, academic, social, artistic – that will secure their enrollment.

### ACADEMIC PROGRAMS

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Building on the school's successful accreditation in the spring of 2018, the incoming Head of School will have the opportunity to strengthen the connections between the school's artistic program and its core academic subjects. The school wants its dual missions to be more integrated and complimentary with increased communication and collaboration among faculty. The school is proud of its academic results and the impact it has on the lives of young men. The incoming Head of School will need to maintain the school's excellent program while crafting a more integrated experience for the boys and a stronger sense of unity among the teaching faculty.



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## WHO SHOULD APPLY: DESIRED QUALITIES AND QUALIFICATIONS

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Newark Boys Chorus School is seeking a confident, dynamic school leader who is energized by the special mission of the school and undaunted by the school's limited resources. Important qualifications and qualities include the following:

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### QUALIFICATIONS, LEADERSHIP TRAITS, AND PERSONAL QUALITIES

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- Strong academic credentials, including an advanced degree.
- An eagerness and ability to effectively lead school advancement efforts, including fundraising, enrollment management, marketing, and community outreach.
- An appreciation for the role of the arts in the lives of young people, particularly music.
- A good listener who is accessible to parents, students, faculty, and staff.
- A substantial record of success as a teacher and administrator, ideally including experience in independent schools.
- Financial acumen and solid management skills.
- Experience in independent school governance.
- An approachable, engaging, and outgoing personality.
- A genuine affection for the city of Newark, its culture and its people.
- Honor, integrity, and trustworthiness.
- Abundant energy and a genuine enthusiasm for working with elementary- and middle-school students.
- Optimistic and unafraid of challenges.
- Politically astute.

## ANTICIPATED SEARCH CALENDAR

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**APPLICATION DEADLINE: JANUARY 23, 2019**

**SEMIFINALIST INTERVIEWS: FEBRUARY 1, 2019**

**FINALIST VISITS: MID-FEBRUARY 2019**

**APPOINTMENT: MARCH 2019**

**STARTING DATE: JULY 2019**

## APPLICATION REQUIREMENTS AND SEARCH PROCESS

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Acting on behalf of Newark Boys Chorus School, Wickenden Associates is actively seeking talented educational leaders for this highly attractive leadership opportunity. The lead consultants are Jim Wickenden ([jwickenden@wickenden.com](mailto:jwickenden@wickenden.com)) and Cynthia Westbrook ([cwestbrook@wickenden.com](mailto:cwestbrook@wickenden.com)). Both may be reached at (609) 683-1355.

Candidates should submit **no later than January 23, 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.*
- *A statement of educational philosophy. Other supporting material (e.g. articles or speeches) that would be useful to the Search Committee may also be submitted.*
- *The names, addresses, and telephone numbers of three references. (We will obtain permission from candidates before contacting references.)*

These materials should be transmitted via email attachment to [searches@wickenden.com](mailto:searches@wickenden.com). *Candidates who are new to Wickenden Associates are particularly encouraged to initiate the application process well before the deadline.*

After an initial review of applicants, the Search Committee will interview semifinalist candidates on **February 1st**. Shortly thereafter, finalists will be invited to NBCS for a more comprehensive series of interviews with representatives of the school's constituencies. A March appointment is anticipated. Wickenden Associates will keep all applicants informed of their status throughout the process.