

TOWER HILL SCHOOL



Position Statement Head of Upper School Tower Hill School

Wilmington, Delaware
Start Date: July 1, 2024



Head of Upper School Position Statement

TOWER HILL SCHOOL

OVERVIEW

Tower Hill School is seeking a new Head of Upper School to begin service in July of 2024. Working closely with a dynamic Head of School, Sarah Baker, and a talented and highly collaborative senior administrative team, the Head of Upper School will be charged with ensuring the overall excellence and future progress of Tower Hill School's largest division of 340 students.

Ten minutes from the President Joe Biden train station in Wilmington, Delaware, and 30 minutes from Philadelphia, lies an idyllic 44-acre campus at the high point of Wilmington's Highlands neighborhood, surrounded by beautiful homes and gardens. Founded in 1919, Tower Hill School is impressive by any standard. This superb Tower Tot-12-day school of 861 students boasts a beautiful modern campus characterized by stately buildings, and including six playing fields, modern playgrounds, ample science and innovation labs, and all the facilities necessary to uphold its motto of, "Many things done well."

While many PK-12 schools struggle to connect their students and faculty across the different divisions, everyone arriving in the morning at Tower Hill enters the school through the same central doorway. The students of all divisions of the school intersect and interact in many spaces in the connected buildings; students see each other every day and this helps to assure that each student is known and appreciated. One upper school teacher remarked that her 9th and 10th grade students knew and related regularly with her lower school children. Tower Hill has a welcoming community feeling, and students are happy, involved in, and proud of their school.



MISSION AND HISTORY

Tower Hill School is bound by an understanding that students are expected to take an active part in school life and, later on, life in the adult world; to take chances within the caring Tower Hill community; to learn from their experiences; and then, to enrich the world in which they live. Tower Hill School believes that an independent school education is an all-encompassing affair, and that members of the school community should strive to bring their best to everything they do, every day.

Mission Statement: "Tower Hill School prepares students from diverse backgrounds for full and engagement with a dynamic world. Each student is provided with an educational experience that emphasizes the development of an inquisitive, discerning and critical mind; the value of being creative and aesthetically sensitive; the appreciation of physical well-being; the ability to collaborate and to function as part of a team; and the growth of character."

Philosophy Statement: "By combining personal challenge with individual support, Tower Hill is a college-preparatory school committed to building in students a foundation for lifelong learning. Tower Hill believes that diversity in all

Head of Upper School Position Statement

TOWER HILL SCHOOL

aspects of school life broadens and enhances the educational experience. In keeping with our motto *Multa Bene Facta*—Many Things Done Well—the school provides a challenging and exhilarating program, engaging students in a variety of educational experiences, while allowing them to develop their individual strengths and pursue their passions.”

Core Values: “Active citizenship, personal integrity, collective responsibility, team building and collaboration, and mutual respect—the school encourages each student to develop a sense of personal worth and to recognize, understand and accept the differences of others.”

History: Tower Hill School was founded in 1919 by a group of benefactors committed to education in Wilmington and in Delaware. From its start, Tower Hill was dedicated to providing students with a superior academic experience, supported by development of creativity through the arts, healthy attitudes through athletics, and responsibility through service to the community. You can read much more about the history of Tower Hill School [here](#).

To learn more about Tower Hill School today, visit and explore the [school website](#).

The Upper School at Tower Hill is a college-like atmosphere that helps achieve their most important goal: crafting a high school educational experience that shapes leaders, bolsters moral values and balances hard work with a healthy, optimistic and fun outlook. Students are encouraged to maximize their potential in all areas, and the true benefit of a Tower Hill education is realized throughout a lifetime. Upper School students at Tower Hill can choose from over 60 electives as they craft their academic program alongside their academic advisor and Class Dean, two adults tasked with supporting student intellectual growth and agency. The curriculum has classical roots and contemporary branches. It lives, expanding in directions appropriate to student interest, faculty passion and expertise, and world events.



Tower Hill School also provides superb, thoughtful, and rich opportunities in STEM education., and it is matched in excellence by a thoughtful, effective Teaching and Learning Center. The arts, athletics, service learning, wellness, social justice and global initiatives programs all provide outstanding opportunities for students to learn, lead, explore new and old interests, and grow as individuals. To learn more about the quality and breadth of the extensive and exciting programs at Tower Hill, click [here](#).

Head of Upper School Position Statement

TOWER HILL SCHOOL



CHALLENGES AND OPPORTUNITIES

The next Upper School Head at Tower Hill School should be prepared to collaborate with a forward-thinking and devoted community to fulfill the school's mission and to lead the Upper School wisely and confidently into the future by embracing current challenges and seizing new opportunities. These challenges and opportunities include, but are not limited to:

- In a school where every student is known, there is an opportunity for the next Upper School Head to champion all the ways the community is succeeding in its mission of "Many Things Done Well," to celebrate student accomplishments, and to articulate all the ways in which Tower Hill is investing in each student's individual strengths. Key to accomplishing this goal will be high visibility by the Upper School Head, who will understand the importance of planning and scheduling to be available and accessible.
- Tower Hill is a bustling school with a wide range of diverse, high-level offerings, both inside and outside the classroom, for students. The Upper School Head has an opportunity to define and clearly articulate equitable expectations for faculty and staff. The next Upper School Head will sustain a culture of trust through transparency and accountability.
- As a place that offers numerous choices and opportunities to high-performing students, the Upper School Head will be tasked with maintaining a vision for the full student experience to ensure that decisions consider student life and wellness while also allowing each student to take ownership and agency in building their capacity and leadership abilities.
- Rich in history and tradition, the Tower Hill experience remains special because of the work and celebrations of years past. The Upper School Head will honor the roots of the Tower Hill program and build for the future based on student voice and constituent input.
- The energy that has been cultivated at Tower Hill through the recent community theme of "Connection" is palpable throughout the school. The Upper School Head will continue the strong cross-divisional collaboration work being done by the leadership team and will be proactive in acknowledge the excellent work being done by all members of the community.

Head of Upper School Position Statement

TOWER HILL SCHOOL

QUALITIES AND CHARACTERISTICS

The successful candidate for the position of Upper School Head at Tower Hill School should be a mission and values-driven leader, embodying and demonstrating most, if not all, of the following skills, qualities, characteristics, and experiences:

- Be an experienced and expert educator who is dedicated to going “all in,” capable of “modeling the way” joyfully for the various constituents within the community.
- Serve as a team player who is eager to collaborate with fellow team members and establish deep connections with faculty and students.
- Possess a genuine curiosity about the abilities of community members, advocate for the high-level achievements of talented students and faculty, and have the ability to inspire the upper school community to even greater success.
- Be able to analyze data, think creatively about the “how,” and effectively communicate the importance of maintaining a balanced and equitable workload for faculty, staff, and students who are committed to upholding the motto of “Many Things Done Well.”
- Prioritize listening, making intentional and consistent decisions, and communicating thoroughly while involving all relevant parties. Understanding the balance between building consensus and making clear decisions is crucial.
- Lead with compassion, empathy, and a keen sense of humor.
- Top candidates for the Upper School Head position at Tower Hill would be described by those around them as: Visible, Accessible, Happy, Relational, Humble, Proactive, Authentic, and Confident.



Head of Upper School Position Statement

TOWER HILL SCHOOL



TO APPLY

Tower Hill School retained the firm Resource Group 175 (RG 175) to support its search for a new Head of School. If you wish to submit your application, please do so at: <https://rg175.com/candidates/signup>.

Applications include:

- Letter of interest (cover letter)
- Resume or CV
- A Personal, Leadership or Educational Philosophy Statement
- One additional writing sample of your choice (included in the same PDF as the Philosophy statement)
- Names of four current references and contact information (optional)

The deadline for receipt of full application materials is **Wednesday, December 20, 2023**.

For any questions or further information about the position, please contact either of the consultants below:

Bob Henderson
Resource Group 175
rhenderson@rg175.com

Adam Peichert
Resource Group 175
adam.peichert@rg175.com