

The background of the entire page is a photograph. In the foreground, there are dark, gnarled tree branches with some leaves in shades of red, orange, and brown. In the background, a tall, white clock tower with a dark roof and a weather vane is visible against a light blue sky with some clouds. The tower has a clock face and an arched opening near the top.

TOWER HILL SCHOOL

Position Statement

Dean of Faculty

Tower Hill School

Wilmington, Delaware

Start Date: July 1, 2024



Dean of Faculty Position Statement

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OVERVIEW

Tower Hill School is seeking a Dean of Faculty 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 Dean of Faculty will be charged with supporting the professional development of the entire faculty, both collectively and individually, and developing a school-wide academic strategy in collaboration with other senior leaders of the school and the faculty.

Tower Hill School is blessed with a talented and dedicated faculty, yet the ambition of the school is to foster a deeper culture of professional growth and progress and a more cogent and shared sense of academic direction. The Dean of Faculty's role will be central to that aspiration, with the objective of helping Tower Hill to be recognized both locally and nationally as a center of pedagogical excellence. In addition, the Dean of Faculty will serve as the point person for research for faculty and administrators seeking to design new approaches to challenges, and for the school as it seeks to understand itself, its trends, and deductively design school life, culture, and pedagogical strategy.

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.

Tower Hill School also provides superb, thoughtful, and rich opportunities in STEM and humanities education, and it is matched in excellence by an engaged and effective Teaching and Learning Center staffed by learning specialists who expertly guide students toward self-actualization and agency. 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](#).

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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 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](#).

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CHALLENGES AND OPPORTUNITIES

The Dean of Faculty at Tower Hill School should be prepared to collaborate with a forward-thinking and devoted community to fulfill the school's mission and to cultivate and inspire the faculty into the future by embracing current challenges and seizing new opportunities. These challenges and opportunities include, but are not limited to the following:

Counsel, coach, and mentor each member of the faculty as needed and appropriate on their professional growth trajectory, helping each to access professional development opportunities that will strengthen their practice as well as feed their talents and interests.

Foster a growth-focused faculty culture and build new means and methods of doing professional development within the Tower Hill culture.

Design and implement, in collaboration with division heads and other senior administrators, collective faculty professional development

opportunities, to occur before the opening of school, over the summer months, and as opportunities can be conceived at other times during the school year.

Manage the professional development budget and the "Learning for Life" professional development grant program, as well as sit on the Faculty Development Committee (FDC).

Serve as the research point person for faculty or administrators seeking to design new approaches to challenges and for the school in general as it seeks to understand itself and its trends, and deductively design school life, culture, and pedagogical strategy from the foundation of research.

Provide leadership for the development and implementation of overall academic strategy for the school.

Collaborate effectively with other senior leaders in the school on faculty retention, recruitment, hiring, as well as on sustaining a healthy, positive faculty culture and school tone.

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QUALITIES AND CHARACTERISTICS

The successful candidate for the position of Dean of Faculty 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:

- Hold an advanced degree.
- Have demonstrated success and experience as a respected and successful teacher and teacher-leader.
- Be an 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 closely with fellow administrators and establish deep and authentic connections with all members of the faculty.
- Possess genuine curiosity about the abilities of community members, advocate for the high-level achievements of talented faculty, and possess the ability to inspire the community to even greater success.
- Be able to conduct effective and helpful research, analyze data, and think creatively.
- Effectively communicate the importance of maintaining a balanced and equitable workload for faculty 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.

- Lead with compassion, empathy, and a keen sense of humor, with the objective of fostering a cohesive and unified academic approach for the school.
- Top candidates for the Dean of Faculty position at Tower Hill School would be described by those around them as: visible, accessible, relational, humble, proactive, authentic, and confident.

TO APPLY

Tower Hill School retained the firm Resource Group 175 (RG 175) to support its search for a Dean of Faculty. 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 **Monday, January 22, 2024**. For any questions or further information about the position, please contact either of the consultants below:

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