



**Position Statement
Head of School Search**

Mill Springs Academy

**Alpharetta, Georgia
Start Date: July 1, 2024**



Head of School

POSITION STATEMENT



OVERVIEW

Founded in 1981, Mill Springs provides a values-based college preparatory program for students with ADHD and learning differences. Mill Springs' school-wide Community Structure encourages students to participate in their own education by teaching self-advocacy, social problem-solving skills, and how to forge their own path. Our small class sizes allow teachers to provide each student with individualized instruction. Our highly skilled faculty, counselors, and support staff provide academic rigor on all levels, from kindergarten through 12, in a supportive, nurturing environment. Mill Springs Academy also offers students a wide variety of opportunities outside the core curriculum. Mill Springs' fine arts program encourages students to explore their creativity through painting, sculpture, set design, music, performance, and more. Our robust athletic programs allow students to play at a competitive level while building teamwork and confidence.

Mill Springs' 85-acre Alpharetta campus includes:

- Indoor and outdoor classroom space.
- Athletic facilities.
- Visual and performing arts facilities.

Mill Springs serves students from over 50 different zip codes in the Metro Atlanta area and provides five bus routes with twelve stops in the morning and afternoon.

MISSION STATEMENT

Mill Springs Academy is a values-based educational community dedicated to the academic, physical, and social growth of those students who have not realized their full potential in traditional classroom settings.

VISION STATEMENT

By providing exceptional facilities, including individual school buildings, fine arts, and athletics Mill Springs will offer a stimulating and challenging learning environment that utilizes technology across the entire curriculum, which maximizes individual potential and ensures that students of all ability levels are well-equipped for success in school and success in life.

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CORE VALUES

All members of the Mill Springs Academy community, from administration to students, strive to follow the 3 Cs.

Courteous: We value relationships that are based on attentive communication. We expect all members of the community to practice open, honest communication and to do so in a mannerly and supportive way.

Considerate: We value relationships that are based on showing others respect and dignity. We want all students, teachers, and parents to be aware of and considerate of each other's differences. Through words, actions, and expectations, the community acknowledges and accepts all members.

Cooperative: We value a community that is collaborative and responsive to the needs of its members and of the larger world. The collective group of students, teachers, and parents respond/react to individuals and groups with a shared interest in determining the best course of action to meet academic, social, emotional, and/or physical needs.



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PROGRAM AND FACULTY

Mill Springs Academy serves over 270 students in grades k-12 with a range of diagnoses and comorbidities, including but not limited to:

- Attention Deficit Hyperactivity Disorder (ADHD)
- Anxiety Disorder
- Auditory Processing Disorder
- Autism Spectrum Disorder Level 1
- Dyscalculia
- Dysgraphia
- Dyslexia
- Executive Function Disorder
- Expressive-Receptive Disorder
- Educational Environment



COMMUNITY SYSTEM

The Community System is the foundation of Mill Springs Academy, and it helps guide students in becoming responsible, positive, and productive citizens of their communities. The Community System helps students discover their strengths and challenges, supports academic achievement, and promotes independence, personal responsibility, and community involvement.

LOWER SCHOOL

Mill Springs Academy's Lower School encompasses students in kindergarten through 5th grade. MSA's Lower School has a small student-teacher ratio, which allows teachers to implement compensatory learning strategies that capitalize on a child's strengths. Lower School teachers provide a positive, supportive, and caring environment where each child feels loved and nurtured. At the same time, teachers are preparing your child with the academic and social skills that they will need for their future success. Academics incorporate a multi-sensory, "hands-on" approach, which helps to enhance the instructional mastery process. Students learn where their strengths and emerging areas lie and how to best advocate for their learning needs and strengths.

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MIDDLE SCHOOL

The Middle School serves students in grades 6-8 and encompasses a nurturing and structured environment consisting of small class sizes and experienced, dedicated teachers. The small, structured classes allow for individualized instruction for students who are either not achieving up to their potential or for those students who need additional challenges in their area of strength. Academics incorporate a multi-sensory, "hands-on" approach, which helps to enhance the instructional mastery process. The goal of middle school is for students to learn academic and social strategies that will assist them in learning best. A primary focus is to allow students to learn what works for them in the social, academic, and study skill arenas. Students learn where their strengths and emerging areas lie and how to best advocate for their learning needs and strengths.

UPPER SCHOOL

Mill Springs Academy's Upper School serves students in grades 9 through 12. The Upper School offers a challenging curriculum with academic rigor for college-bound students who happen to learn in different ways. Upper School teachers are talented and gifted in helping students with learning differences find ways to be successful. Upper School instruction assists students in becoming self-advocates, understanding what their learning disabilities may be, and discovering strategies that work for each individual student. Whether it's teaching kids the value of giving back to their community, teaching them strategies to manage their learning differences, or helping them learn self-advocacy skills, Upper School faculty and administration focus on the whole child.



COMMUNICATION ARTS

Mill Springs Academy Communication Arts Community serves students in grades 6 through 12 who experience difficulty with verbal and non-verbal social cues. The Communication Arts Program provides students with smaller advisories where teachers provide explicit instruction in the areas of perspective-taking, age-appropriate emotional responses, self-advocacy, social conflict, and self-awareness, as well as strategies for recognizing and alleviating stress, frustration, anger, anxiety, and lack of focus. Communication Arts students have smaller advisories, but they share social events, core academic classes, and elective classes with all Upper and Middle School students.

FINE ARTS

The MSA Fine Arts Department offers a wide selection of arts education while encouraging experimentation and excellence in all its program participants. Fine Arts programs at Mill Springs Academy are offered at the earliest grades. Lower School students enjoy music, theater, and studio art classes. Upper School students are able to explore and enhance their creativity through more involved classes, performances, and exhibits, including technical theater, stage makeup, ceramics, graphic design, music theory, band, and much more. Throughout the year, students participate in and attend concerts, musicals, plays, exhibits, competitions, and much more. Serious fine arts students explore the benefits of membership in several national/international honor societies: the Tri-M Music Honor Society, the National Art Honor Society, and the International Thespian Society.

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ATHLETICS

Mill Springs encourages all students to participate in the school's competitive and thriving athletic program. The competitive athletics program at Mill Springs Academy is a vital part of student life. Mill Springs believes athletics are important to developing an interest in at least one activity that will provide life-long positive experiences. Athletics also helps build skills such as teamwork, self-discipline, communication, and confidence, and it promotes a healthy lifestyle. The school's experienced and dedicated coaches work hard to promote a positive team environment for its athletes. Athletes are students first, so the student's academic progress is monitored to keep them current with their subjects.

FINANCES

Mill Springs Academy is in a strong financial position with no outstanding debt. The school dedicates financial aid, both through need-based aid and tuition remission for both faculty and staff.

CHALLENGES AND OPPORTUNITIES

The next Head of School of Mill Springs Academy should be a dedicated educator with knowledge of and appreciation for schools that serve students with learning disabilities. There will be an opportunity for the next Head of School to:

- Clarify and solidify the school's mission.
- Develop a sustainable financial model that aligns the schools' resources with its enrollment and needs.
- Focus on a long-term plan to assess and evaluate the schools' facilities.
- Review and assess the school's administrative structure to enhance efficiency and best use of administrators' time and talents.
- Attract, recruit, train, and retain talented faculty who embrace the mission of the school.
- Review the school's policies as they relate to diversity, equity and inclusion and ensure that the school's mission and values are reflected in all policies and processes.
- Rebuild and maintain a strong sense of community.



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KEY QUALITIES AND QUALIFICATIONS

The successful candidate to be Head of School of Mill Springs Academy will be the school's chief executive officer, responsible for implementing the vision, mission, and strategic objectives of the school. The school seeks a decisive leader who is a relationship builder with an understanding of student learning disabilities. Specific responsibilities include:

- Serving as the “face of the school” to all its constituents, including students, parents, teachers, staff, neighbors, and the local business community.
- Working strategically with the Board of Trustees to ensure the future success of the school.
- Developing and managing relationships with current and prospective parents, current and prospective donors, and other relevant constituencies throughout the surrounding area.
- Working with the faculty leaders to ensure that the school's academic programs are being implemented at consistently high levels of quality.
- Overseeing the financial operational effectiveness of the school.
- Leading fundraising efforts and increasing the reputation of the school.
- Attracting and retaining dedicated faculty.

TO APPLY

Mill Springs Academy retained the firm Resource Group 175 (RG175) 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
- Names of four current references and contact information

The deadline for receipt of full application materials is **March 1, 2024**.

For any questions or further information about the position, please contact: Marcia Prewitt Spiller marcia.spiller@rg175.com