



## THE ALBANY ACADEMIES HEAD OF SCHOOL LEADERSHIP OPPORTUNITY Albany, New York

*Heads Up Educational Consulting/Triangle Associates, LLC is pleased to announce the following extraordinary leadership opportunity – Head of School for The Albany Academies, commencing July 1, 2018.*

### **Qualifications:**

- Academic credentials –undergraduate B.A./B.S. plus an advanced subject area or professional degree.
- Experience as an educator and administrator.
- Education philosophy consistent with that of The Albany Academies.
- Strong, demonstrated ability to promote and lead fundraising and marketing efforts.
- Outstanding administrative and managerial skills.
- Business acumen and strong fiscal skills.
- Excellent oral and written communication skills that build trust and transparency with a wide variety of constituencies.
- Knowledge and experience with best educational practices across the Pre-K to Grade 12 & PG spectrum.

### **Leadership Traits and Personal Qualities of the Ideal Candidate:**

#### **Traits:**

- **Change-agent:** Strategic and creative thinking and analytic skills that support and lead constituencies through implementing change, as needed.
- **Mentor:** The “face” of the Academies and role model for all constituents within the school.
- **Role-model** Integrity and humility coupled with a can-do spirit.
- **Advocate:** For diversity, equity and inclusion.
- **Champion:** For the coordinate model of strong single –gender education in the Lower and Middle Schools with co-education in the Upper School.
- **Proponent:** For the balance of tradition as well as innovation.
- **Manager:** Acumen in business, finance, fund-raising, enrollment management, and personnel.
- **Team-builder:** Leading by example to build trust, evaluate effectiveness, and strengthen collegiality.
- **Visionary:** Inspire and unite the community around a clear vision for The Academies.

#### **Personality:**

- **Amiability:** Warm and approachable style with students, faculty, staff, parents and alumni/ae.
- **Commitment:** Willingness to immerse oneself in the life at The Albany Academies and eagerness to make a long-term commitment to The Albany Academies.
- **Enthusiasm:** Dynamism that reflects a love of the school and the people with ties to it.
- **Discernment:** Hire well, mentor effectively, and make difficult decisions as needed.
- **Gravitas:** Maintain composure, flexibility and transparency during stressful moments.
- **Aspirational:** Commitment to excellence and striving to adhere to best educational practices.
- **Capacity:** Serve the Academies through extensive on- and off-campus initiatives that advance the mission of the school and solidify its future.
- **Reflective:** Guide study and analysis of the institution.

## **Opportunities for the Next Head of School**

After a distinguished tenure as Head of School, Dr. Douglas North informed the Board of Trustees of his intent to retire as Head of School of The Albany Academies at the end of the 2017-2018 academic year. Dr. North has provided dedicated leadership for The Academies and successfully led the school toward attaining another five years of accreditation by the New York State Association of Independent Schools (NYSAIS).

The next Head of School at The Albany Academies will join a warm and caring community and assume this vital leadership role at a particularly exciting time in the evolution of the over 200-year history of the school. He or she will be an entrepreneurially-minded, innovative and politically astute leader who is respectful to the traditions of The Academies and focused on developing students who will contribute to their communities locally, regionally and globally.

Key opportunities and challenges awaiting the next Head of School for The Albany Academies include:

### **Finance and Development**

The school is on sound financial footing. The annual budget is approximately \$14 million, nearly \$12 million of which comes from tuition. Forty percent (40%) of the students receive financial aid (the discount rate being 20%), and net revenue from tuition has risen in each of the previous eight years. Other sources of income are the annual fund (\$800,000), distributions at 5% from the endowment (\$800,000), and auxiliary income (\$400,000), principally the Summer Programs.

The next leader will need to guide allocation of funds between endowment growth (currently at \$18.3 million), curricular improvement, and campus enhancement and building.

The next leader will also need to ensure employee compensation and benefits package can be competitive with other educator positions in the region.

### **Enrollment Management**

Over the past nine years, enrollment has increased from 698 students to 815 students, currently enrolled. This enrollment growth along with sound financial management has resulted in eight consecutive years of operational surpluses, allowing for many deferred maintenance projects to be completed in addition to the Capital Campaign projects undertaken. A new initiative to provide a year-long program for the Preschool/Pre-K/K classes was launched in 2016 and has proven to be very successful, adding many new students into the pipeline for the Lower Schools at The Albany Academy and the Albany Academy for Girls.

Demand is strong but as local public schools become more competitive, the school needs to remain focused on staying ahead of demographic trends and enrolling outstanding students especially with an eye toward diversity in all its forms at the student body level and particularly on the administrative, faculty and staff levels.

The new leader will play a vital role in articulating and championing all aspects of the school's stated mission and promote novel ways to market its uniqueness and strengths to parents across the Capital Region.

### **Educational Program**

While The Albany Academies already have a robust program, we see room for growth and improvement in the following domains:

- Development of a plan for a systematic, ongoing review of the level of success and effectiveness of all academic, athletics, arts, and community service programs.

- Support for and equitable expectations of the academic and social aspects of school life at The Albany Academy and the Albany Academy for Girls, while maintaining the individual identities of the two schools.
- Review of data such as AP and SAT II test scores as well as the NAIS College Age Alumni Survey results to guide planning and professional development opportunities.
- Continue progress on growing the technology infrastructure and integration of technology into the curriculum throughout the school.

## **Candidates**

Interested parties may explore the school and the opportunity more deeply by perusing the ***Background Information on the School and Region*** and the ***Ideal Candidate Profile*** documents at the Search website: <http://educationleadershipsearch.com/Search/TheAlbanyAcademies>. Those qualified candidates interested in applying are encouraged to do so at the same site.

## **Key Calendar Date for the Search:**

- Jul 1, 2017: Application deadline.
- Jul 18, 2017: Notification of applicants regarding their status in the search.
- Jul 27, 2017: Fly-in/fly-out 1-hour semifinalist interviews at the Albany Airport (candidate names known only to the Search Committee who will continue to hold them confidential until the Finalist Stage, the public phase at the school).
- Sep 18, 19, 20, 2017: Full-day interviews and public address by each of three finalists at the school.
- Sep 22, 2017: Decision Day – Recommendation by the Search Committee to the Board of Trustees.
- Week of Sep 25, 2017: Formal background checking.
- Week of Oct 2, 2017: Announcement to the finalists of the decision and contract offer. Public announcement once contract signed.
- Jul 1, 2018: Start date.

## **Search Firm: Heads Up Educational Consulting & Triangle Associates**

Our two firms combine our resources, contacts, and expertise for executive searches. All four principals of the two firms are involved: Pat Bassett ([bassett@headsuped.com](mailto:bassett@headsuped.com)); Rich Odell ([odell@headsuped.com](mailto:odell@headsuped.com)); Marc Frankel ([marc@ta-stl.com](mailto:marc@ta-stl.com)); and Judith Schechtman ([judy@ta-stl.com](mailto:judy@ta-stl.com)).

For additional information, see also *Background Information on the School and Region – The Albany Academies*.

***Neither the school nor the search firms discriminate in violation of the law in their hiring practices.***